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LETTER OF TRANSMITTAL

May 1, 1985

Honourable Hugh A. Curtis
Minister of Finance
Parliament Buildings
Victoria B.C.

Dear Mr. Minister,

Herewith the Annual Report of the activities of the Compensation Stabilization Program for the third year of its operation - 1984.

Respectfully submitted,

EDWARD R. PECK
Commissioner

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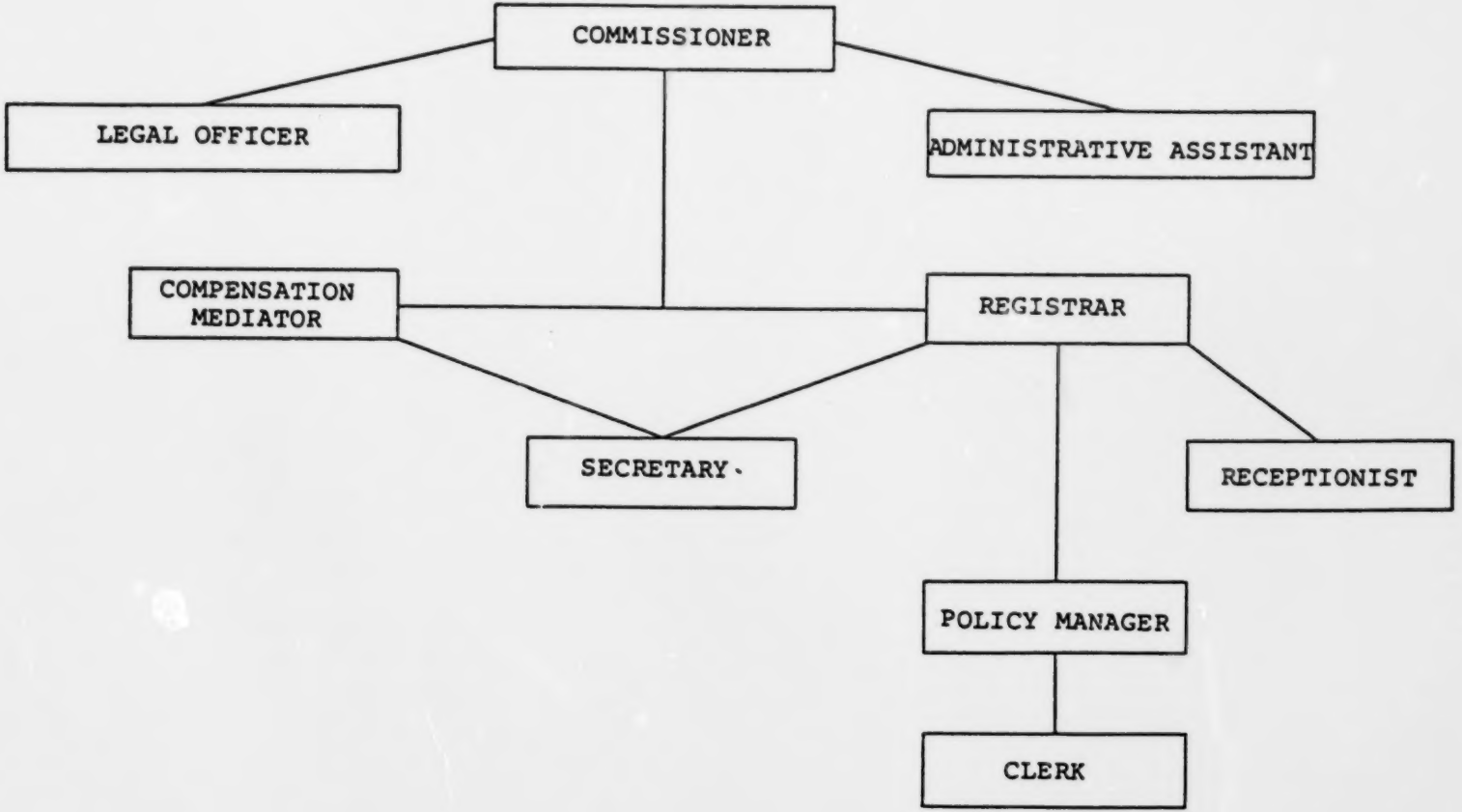
COMPENSATION STABILIZATION PROGRAM ORGANIZATIONAL CHART
(as of December 31, 1984)



COMMISSIONER'S REPORT

The Compensation Stabilization Program is the independent agency charged with the responsibility of conducting the Government's wage control program, and the Commissioner's job is to administer the Program against the backdrop of employer/employee relations in B.C. I observe at the outset that the Commissioner's job is a special one in terms of administrative law. My function is akin to that of an administrative tribunal which acts and renders decisions on its own initiative. It is primarily an inquisitorial role, but I choose to emphasize fairness and act with sensitivity to the rights and interests of the affected parties to the extent that I possess the discretion to do so. For instance, I observe the maxim "audi alteram partem", i.e. to hear both sides.

The concept of a public sector employer's ability to pay is perhaps the most contentious issue to arise in the administration of the Program, particularly when reviewing a compensation plan awarded by an arbitrator. Ability to pay has always been a proviso in the Compensation Stabilization Guidelines. However, the 1983 Amendments to the **Act** established beyond doubt the paramountcy of ability to pay. Moreover, the legislative changes placed the ultimate responsibility on the Commissioner's office when reviewing compensation plans to ensure that the statutory standard of ability to pay is met.

During 1984 this office received in excess of 1000 compensation plans, the large majority of which were found on first examination to be within the Guidelines. One hundred and twenty plans were rejected as excessive, and it is worthy of note that of that number 91 (76%) were unilateral pay plans, i.e. employer designed.

Regrettably, and despite early promise the economy of B.C. failed to rally, and many businesses continued to lay-off staff. In the result the focus of trade union bargaining in the public sector shifted from that of conventional compensation improvement to changes in security provisions including related compensation matters. A fresh development of a policy nature saw the Premier of the Province announce that the Compensation Stabilization Program had been transformed from a short term program into one of "indefinite" duration. It is of singular interest that this announcement attracted little comment at the time, or for that matter later in the year. Also, 1984 was notable as the third year in succession absent any labour relations conflict surrounding the Program itself.

Because the **Public Sector Restraint Act** repeals Section 153 of the **School Act** most school boards and teachers' associations negotiated termination of employment clauses for the first time. Thus the majority of requests in 1984 for mediation services from this office were **Public Sector Restraint Act** related.

1984 witnessed further amendments to the Guidelines and Regulations, details of which are provided elsewhere in this Report. The changes attest to the flexible, evolutionary nature of the Program, designed for efficacy and efficiency in meeting the objective of public sector wage control.

I conclude by expressing my gratitude to the Provincial Government officials involved with the Program and to members of my staff for their assistance and support during the year past.

BACKGROUND

The Compensation Stabilization Program was introduced on February 18 1982 in a major address by Premier W.R. Bennett. The Program was part of a larger package of fiscal measures intended to meet the needs of a declining economy and was originally designed to restrain and stabilize levels of compensation in the public sector, while maintaining jobs and services. It was intended to be of limited duration, applying to each group in the public sector for a period of 24 months. The Guidelines and Regulations established a range of limits on percentage increases to compensation. Originally set at 8 to 14%, the range was later revised to the range of 0 to 10%.

July 1983 saw further changes to the **Act**, Guidelines, and Regulations. The range of limits in the Regulations was altered to +5 to -5%. It was announced that the Program continues for an indefinite period. Other amendments include the employer's ability to pay becoming the paramount consideration in determining the appropriate guideline for an employee group.

Numerical factors are no longer found in the Guidelines. Absent an issue over ability to pay, the Guideline compensation level for an employee group is determined by an amalgam of factors: The presumptive framework arising out of the Regulations, the identification of demonstrable or measurable increases in productivity and comparable settlements in the provincial public sector.

In November 1984 the Guidelines were amended to allow the Commissioner to review a guideline period that may be greater or less than 12 months. The allowable annual limit will be prorated to match the length of the guideline period. The Regulations were similarly amended, and the numerical range was adjusted to 0 to -5%. The only increase now available under the Regulations is generated by the discretionary productivity factor.

SENIOR MANAGERS' FREEZE

When the Premier announced the Program on February 18 1982 he introduced a freeze of the compensation of all senior managers, pending review by the Commissioner and a decision by Cabinet on appropriate compensation relationships and a guideline or guidelines. The Commissioner's review into the levels of compensation paid to senior managers in the public sector was carried out with the assistance of Woods Gordon and Towers, Perrin, Forster and Crosby Ltd., two Vancouver consulting firms with expertise in compensation matters. The review entailed a survey of over 400 of the larger employers resulting in over 700 positions being identified for inclusion in the frozen group. The process of analysis had begun. Senior Managers were initially defined as the Chief Executive Officer and those reporting directly to him. During the course of the Commissioner's study certain positions were added to the senior managers' group and others removed. With a few exceptions the freeze encompasses those senior managers earning in excess of $55 000 per annum. I submitted my report to Cabinet on April 13 1983. Cabinet is still in the process of reviewing my report, and has initiated further inquiries into the matter.

PUBLIC SECTOR RESTRAINT ACT

The majority of the requests for mediation services received by this office in 1984 were to assist parties in estabilishing provisions that would provide exemption from Section 2(1), (4) and (6) of the **Act** , and the majority requests were from School Boards and Teachers' Associations. Section 15 of the **Public Sector Restraint Act** , repealed Section 153 of the School **Act** , thus requiring the School Boards and Teachers' Associations to negotiate lay-off recall and severance provisions for the first time.

POLICY HIGHLIGHTS -
COMPENSATION STABILIATION ACT - 1984

During 1984 eleven formal Rulings were issued. The Rulings provide a body of jurisprudence on outstanding issues brought before the Commissioner and provide guidance as to the application of the **Compensation Stabilization Act** and Compensation Stabilization Act Guidelines.

Ability to Pay.
(Rulings 1/84, 2/84, 4/84, 5/84, 6/84, 7/84, 12/84. Section 12.1 of the **Compensation Stabilization Act** , and Guideline 18.)
Ability to pay is the paramount consideration for the parties, or their arbitrator, in determining the level of compensation permissible. It is uncompromising in its force. Previously, the onus of proof of inability to pay lay with the employer; now the ultimate responsibility to ensure compliance with the statutory standard lies with the Commissioner. However, as a practical matter, the Commissioner will generally be able to draw an evidentiary inference that ability to pay is not in dispute if the employer remains silent on the point. Where an employer is making a claim of inability to pay it must support the claim with empirical evidence and it should be prepared to stand close scrutiny of its financial affairs by the office of the Commissioner. Evidence of budgetary contrivance or manipulation may destroy an employer's case. Ability to pay must be reviewed on current budgets and not on a budget containing hypothetical revenue sources, including taxation.

A claim of inability to pay is not a means whereby an employer may escape its responsibility to negotiate a meaningful contract, nor does it offer a means for an employer to renege on a freely negotiated agreement. An employer who provides wages to more than one group of employees should allocate its wage budget in such a manner that monies are available for all employee groups. An employer's settlement with one employee group does not necessarily establish the minimum or maximum limit of its ability to pay.
(See also Separate Identities of Public Sector Employers, and "Prevailing Rate".)

Separate Identities of Public Sector Employers
(Rulings 2/84, 6/84. The Interpretation Section, Sections 2.1,12.1, and the Schedule of the **Compensation Stabilization Act**)

Setting aside the Government as an employer in its own right, the public sector includes in its scope autonomous employers as diverse as large crown corporations such as B.C. Hydro and I.C.B.C. which generate all of their own revenue; B.C. Rail and B.C. Ferry Corporation which generate a substantial part of their revenue; municipalities which enjoy considerable taxing power; hospitals, universities, colleges and institutions which possess distinct statutory identities; and a whole range of boards and commissions and lesser employers which, though financially dependent on the Government, are nevertheless legally and practically independent in terms of policy making and operational management. Indeed, it is their very autonomy and consequent industrial relations independence which demands that they be treated as separate employers given the scheme of the Program, its flexibility and capacity for self administration. The Interpretation Section of the **Act** classifies different kinds of employers and includes the Schedule which designates 32 particular major employers. The **Act** and Guidelines are replete with references to individual public sector employers, over 750 of whom have registered with this Program. Perhaps the most telling reference in the **Act** is found at Section 2.1. This reference effectively disposes of the issue of the Government as the single employer in the public sector, for the canons of interpretation dictate that the public sector employer described in Section 2.1 is not merely an employer in "technical terms" but in common sense must be the individual or particular employer for all purposes of the **Act** .

"Prevailing Rate Standard" as opposed to the "Employer's Ability to Pay".
(Rulings 2/84, 4/84, 6/84. Section 12.1 of the **Compensation Stabilization Act** and Guideline 18(b)).
"Ability to Pay" in now the paramount factor in determining compensation. The **Act** and Guidelines are devoid of any reference to the "prevailing rate standard" or synonomous expression. The Commissioner does not reject the "prevailing rate standard" as inappropriate, he has simply indicated that he is critical of the way it has been applied. In addition to his concerns that arbitrators have only paid lip service to the "uncompelling" consideration of a public sector employer's ability to pay wage increases, the Commissioner is concerned that application of the "prevailing rate standard" without serious analysis of "ability to pay" does not reflect the realities of collective bargaining.

Productivity
(Rulings 3/84, 4/84, 11/84 12/84. Compensation Stabilization Act Guidelines 18(a) and 19.)
In order to qualify for a productivity-related compensation increase under the Program, the parties or their arbitrator must have a scheme for implementation in the workplace which generates increased productivity and consequent cost savings to the employer. A mere defacto increase in employee work load will be insufficient to support a claim for an increased guideline based on productivity. Productivity has a flexible evolving nature within the Program. Originally a productivity increase was linked to a "special circumstances" factor with a maximum value of 2%; now the Program permits unlimited increases in productivity to be reported and calculated separately from other considerations determining an employee group's level of compensation. Thus a group may share in the cost savings which it has assisted in creating, its end rate under the guidelines elevated only by increments, benefits and general wage increases.

Appointment of an Independent Auditor
(Rulings 2/84, 12/84. Section 5(1), 4(1)(g) and 12.1 **Compensation Stabilization Act** .)
Pursuant to Section 4(1)(g) of the **Act** , the Commissioner is statutorily obliged to make a determination respecting Section 12.1. In exercising that duty he has been given the independent statutory authority to authorize an investigation of any compensation plan in order to obtain information necessary for him to perform his duties. The purpose of the independent audit is to provide such information to him, so as to ensure a balanced judgement. It may not be appropriate in every case.

Compensation Stabilization Act

No.	Parties	Date Issued
1/84	School District #18 (Golden) North Columbia Teachers' Assn	February 27 1984
2/84	British Columbia Institute of Technology BCGEU	March 8 1984
3/84	Camosun College BCGEU #57(1)	March 30 1984
4/84	College of New Caledonia College of New Caledonia Faculty Assn	April 3 1984
5/84	City of Vancouver Vancouver Fire Fighters Union #18	June 1 1984
6/84	Government Employee Relations Bureau Union of Registered Psychiatric Nurses of B.C. and BCNU	April 27 1984
7/84	School District #80 (Kitimat) Kitimat Teachers' Assn	June 15 1984
8/84	Sunshine Inn Ltd (Malaspina Lodge) Hospital Employees' Union #180	June 29 1984
9/84	British Columbia Systems Corporation	August 22 1984
10/84	Association of the University & College Employees University of British Columbia	October 15 1984
11/84	City of Vancouver CUPE #1004	October 26 1984
12/84	Corporation of the District of Saanich IAFF #967	December 13 1984

PUBLIC SECTOR RESTRAINT ACT

1/84	The Government of British Columbia (represented by GERB) BCGEU	January 16 1984

1984 B.C. PUBLIC SECTOR
COMPENSATION INCREASES

(weighted by number of employees)

Month	Total No. of Employees	Weighted Average Annual Increase Percentage
January	100 211	2.73
February	277	2.98
March	551	2.85
April	32 909	2.85
May	558	0.75
June	606	1.25
July	4 509	0.56
August	1 051	3.16
September	769	3.19
October	779	2.68
November	42 676	4.83
December	13	4.23

1984 UNWEIGHTED SETTLEMENTS

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
City of Armstrong	CUPE #2709	3	2.92
City of Armstrong	CUPE #2709	4	2.96
City of Armstrong	Management	1	3.00
City of Armstrong	Management	2	3.02
City of Armstrong	Management	3	2.93
Village of Ashcroft	CUPE #900	1	3.65
Village of Ashcroft	Staff	1	2.51
Village of Alert Bay	Management	1	0.00
Village of Alert Bay	Management	2	4.87
Village of Alert Bay	Office Staff	1	0.00
Village of Alert Bay	Office Staff	2	4.30
Village of Alert Bay	Public Works	1	0.00
Village of Alert Bay	Public Works	2	4.60
Village of Alert Bay	Recreation Staff	1	0.00
Village of Alert Bay	Recreation Staff	2	2.90
Village of Belcarra	Staff	1	3.03
Village of Belcarra	Staff	2	6.00
Black Mountain Irr. Dist	Office & Const. Wkrs	2	0.00
R/D Bulkley-Nechako	Office, Tech & Prof.	3	0.00
Village of Burns Lake	Management	1	2.92
Village of Burns Lake	Management	2	3.71
District of Burnaby	BCNU	2	2.60
District of Burnaby	BCNU	3	0.84
District of Burnaby	IAFF #323	1	3.42
District of Burnaby	IAFF #323	2	3.43
District of Burnaby	Junior Exempt	1	0.83
District of Burnaby	Junior Exempt	2	4.09
District of Burnaby	Junior Exempt	3	4.43
District of Burnaby	Senior Exempt	2	2.13
Dist. Campbell River	Admin/Non Union	3	3.52
Dist. Campbell River	CUPE #623	3	2.07
Dist. Campbell River	IAFF #1668	1	2.91
Capital Reg. District	Executive Group	2	2.06
Capital Reg. District	Exempt Group A	2	2.45
Capital Reg. District	Exempt Group B	2	1.93
Capital Reg. District	BCNU	1	1.92
Capital Reg. District	BCNU	2	2.29
Capital Reg. District	BCNU	3	1.83
Capital Reg. District	CUPE #1978	1	0.90
Capital Reg. District	CUPE #1978	2	3.43

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
R/D Cariboo	BCGEU #70	1	0.00
R/D Cariboo	BCGEU #70	2	4.86
R/D Cariboo	BCGEU #70	3	2.99
R/D Cariboo	Snr Managers	1	1.56
R/D Cariboo	Snr Managers	2	3.86
R/D Central Fraser Valley	CUPE #774	1	1.46
R/D Central Fraser Valley	CUPE #774	2	2.92
R/D Central Fraser Valley	CUPE #774	3	2.90
R/D Central Fraser Valley	Management	2	0.00
R/D Central Fraser Valley	Management	3	4.98
District of Chetwynd	Inside Employees	1	4.30
District of Chetwynd	Managers	1	2.78
District of Chetwynd	Outside Employees	1	2.98
District Chilliwack	CUPE #458	1	0.99
District Chilliwack	CUPE #458	2	2.98
District Chilliwack	CUPE #458	3	2.97
District Chilliwack	Const & Gen. Wkrs #602	1	0.98
District Chilliwack	Const & Gen. Wkrs #602	2	2.87
District Chilliwack	Const & Gen. Wkrs #602	3	2.91
District Chilliwack	IAFF #2826	1	0.78
District Chilliwack	IAFF #2826	2	1.46
District Chilliwack	IAFF #2826	3	2.83
District Chilliwack	Management & Non Union	1	1.12
District Chilliwack	Management & Non Union	2	2.93
District Chilliwack	Management & Non Union	3	2.99
Clearbrook Waterworks	Staff	1	0.00
Clearbrook Waterworks	Staff	2	3.08
Village of Clinton	CUPE #900	1	4.72
Village of Clinton	CUPE #900	2	1.98
Village of Clinton	Office Employees	1	3.40
Village of Clinton	Office Employees	2	3.10
Village of Clinton	Office Employees	3	1.50
District Coldstream	CUPE #626	3	3.77
Town of Comox	Inside Workers	2	4.00
Town of Comox	Inside Workers	3	0.00
Town of Comox	Management	2	4.07
Town of Comox	Management	3	0.00
Town of Comox	Outside Workers	2	3.93
Town of Comox	Outside Workers	3	0.00
R/D Comox-Strathcona	Administration	2	0.00
R/D Comox-Strathcona	IWA #1-363	2	2.80
R/D Comox-Strathcona	Management	2	0.96
R/D Comox-Strathcona	Non-Union Staff	2	1.45

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
District Coquitlam	Fire Dept Officers	2	3.90
District Coquitlam	Fire Dept Officers	3	0.87
District Coquitlam	Fire Management	1	3.90
District Coquitlam	IAFF #1782	1	4.23
District Coquitlam	IAFF #1782	2	3.09
District Coquitlam	Parks/Rec. Casual	1	0.00
District Coquitlam	Parks/Rec. Casual	2	0.40
District Coquitlam	Parks/Rec. Casual	3	0.53
District Coquitlam	Staff	1	3.35
District Coquitlam	Staff	2	2.77
District Coquitlam	Staff	3	3.97
Coquitlam Public Library	Management	1	3.13
Coquitlam Public Library	Management	2	3.38
Coquitlam Public Library	Management	3	3.49
City of Courtenay	CUPE #556	1	2.86
City of Courtenay	CUPE #556	2	2.95
City of Courtenay	CUPE #556	3	3.94
City of Courtenay	Guards - Non-Union	1	2.88
City of Courtenay	Guards - Non-Union	2	2.86
City of Courtenay	Guards - Non-Union	3	3.98
City of Courtenay	Management	1	2.59
City of Courtenay	Management	2	2.92
City of Courtenay	Management	3	3.89
R/D Cowichan Valley	IWA #1-80 (Arena)	1	0.00
R/D Cowichan Valley	IWA #1-80 (Arena)	2	2.87
R/D Cowichan Valley	Office & Technical	1	0.00
R/D Cowichan Valley	Office & Technical	2	3.85
R/D Cowichan Valley	Recreation Maintenance	2	0.00
R/D Cowichan Valley	Recreation Maintenance	3	3.79
R/D Cowichan Valley	Snr Management	2	0.00
R/D Cowichan Valley	Snr Management	3	3.91
R/D Cowichan Valley	Supervisory	2	0.00
R/D Cowichan Valley	Supervisory	3	3.90
R/D Cowichan Valley	CUPE #358 (Kelly Pk)	1	0.00
R/D Cowichan Valley	CUPE #358 (Kelly Pk)	2	4.81
R/D Cowichan Valley	CUPE #358 (Kelly Pk)	3	3.20
R/D Cowichan Valley	IWA #1-80 (Public Wks)	3	5.69
R/D Cowichan Valley	IWA #1-80 (Public Wks)	4	3.72
R/D Cowichan Valley	CUPE #356 (Aquannis)	3	4.72
R/D Cowichan Valley	CUPE #356 (Aquannis)	4	3.16
City of Cranbrook	CUPE #2090	1	0.00
City of Cranbrook	CUPE #2090	2	3.93
City of Cranbrook	CUPE #2090	3	2.01

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
City of Cranbrook	CUPE #2588	1	0.00
City of Cranbrook	CUPE #2588	2	4.26
City of Cranbrook	CUPE #2588	3	2.07
City of Cranbrook	Department Heads	1	0.00
City of Cranbrook	Department Heads	2	3.00
City of Cranbrook	Department Heads	3	3.00
City of Cranbrook	Asst.Dept. Heads	1	0.00
City of Cranbrook	Asst.Dept. Heads	2	2.89
City of Cranbrook	Asst.Dept. Heads	3	3.08
City of Cranbrook	Supers/Foremen/Secs	1	0.97
City of Cranbrook	Supers/Foremen/Secs	2	2.97
City of Cranbrook	Supers/Foremen/Secs	3	3.09
Town of Creston	CUPE #2092	1	0.00
Town of Creston	CUPE #2092	2	3.84
Town of Creston	CUPE #2092	3	1.94
Town of Creston	Management	2	0.00
Town of Creston	Management	3	4.03
Town of Creston	Staff	2	0.00
Town of Creston	Staff	3	3.81
Village of Cumberland	Staff	1	4.50
Cultus Lake Park Board	CUPE #458	1	1.02
Cultus Lake Park Board	CUPE #458	2	2.94
Cultus Lake Park Board	CUPE #458	3	3.01
City of Dawson Creek	CUPE #2403	2	1.03
City of Dawson Creek	CUPE #2403	3	2.86
City of Dawson Creek	IAFF #2136	1	3.10
City of Dawson Creek	IAFF #2136	2	2.26
R/D Dewdney-Alouette	Management	1	2.94
R/D Dewdney-Alouette	Management	2	2.96
R/D Dewdney-Alouette	Management	3	0.99
R/D Dewdney-Alouette	Staff	2	2.46
R/D Dewdney-Alouette	Staff	3	3.93
City of Duncan	CUPE #358	1	0.00
City of Duncan	CUPE #358	2	2.90
City of Duncan	Manager's Group	1	0.00
City of Duncan	Manager's Group	2	3.40
City of Duncan	Non-Union Staff	1	0.00
City of Duncan	Non-Union Staff	2	4.11
Corporation of Delta	Fire Dept. Management	1	2.89
Corporation of Delta	Fire Dept. Management	2	2.74
Corporation of Delta	IAFF #1763	1	2.89
Corporation of Delta	IAFF #1763	2	3.28

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Corporation of Delta	Staff	1	0.00
Corporation of Delta	Staff	2	4.32
Corporation of Delta	Staff	3	4.27
Delta Mun. Police Bd.	Police Assn.	2	3.97
Delta Mun. Police Bd.	Police Excluded	1	3.19
Delta Mun. Police Bd.	Police Excluded	2	2.81
R/D East Kootenay	CUPE #2106	1	0.00
R/D East Kootenay	CUPE #2106	2	2.76
R/D East Kootenay	CUPE #2106	3	1.88
R/D East Kootenay	CUPE #2106	4	1.95
R/D East Kootenay	Confidential Secretary	2	0.00
R/D East Kootenay	Management	2	0.00
R/D East Kootenay	Management	3	2.90
District of Elkford	CUPE #3004	1	2.95
District of Elkford	CUPE #3004	2	-1.73
District of Elkford	CUPE #3004	3	1.94
District of Elkford	Non Union Staff	1	2.85
District of Elkford	Non Union Staff	2	2.19
Township of Esquimalt	CUPE #333	1	0.00
Township of Esquimalt	CUPE #333	2	1.67
Township of Esquimalt	CUPE #333	3	2.91
Township of Esquimalt	Casual Workers	2	0.00
Township of Esquimalt	Casual Workers	3	0.00
Township of Esquimalt	Management	1	0.00
Township of Esquimalt	Management	2	1.99
Township of Esquimalt	Police Management	2	0.00
Township of Esquimalt	Police Management	3	1.45
Township of Esquimalt	Police Staff	1	0.00
Township of Esquimalt	Police Staff	2	1.46
Township of Esquimalt	Police Staff	3	3.06
City of Fernie	CUPE #2093	3	2.82
City of Fernie	CUPE #2093	4	0.00
City of Fernie	IAFF #2827	3	0.25
City of Fernie	Management	1	1.03
City of Fernie	Management	2	0.00
Village of Fort Nelson	Administrator	1	3.42
Village of Fort Nelson	Administrator	2	3.56
Village of Fort Nelson	Administrator	3	3.55
Village of Fort Nelson	CUPE #2167	2	0.07
Village of Fort Nelson	CUPE #2167	3	2.79
Village of Fort Nelson	CUPE #2167	4	1.88
Village of Fort Nelson	IAFF #2782	2	1.87

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Village of Fort Nelson	IAFF #2782	3	3.91
Village of Fort Nelson	IAFF #2782	4	4.54
Village of Fort Nelson	IAFF #2782	5	3.53
Village of Fort Nelson	Management	2	2.56
Village of Fort Nelson	Management	3	1.31
City of Fort St John	BCGEU #100	1	0.00
City of Fort St John	BCGEU #100	2	3.20
City of Fort St John	IAFF #2143	1	2.95
City of Fort St John	IAFF #2143	2	2.54
City of Fort St John	Management	2	0.00
City of Fort St John	Staff	2	2.73
R/D Fraser Cheam	Arena & Pool	1	1.06
R/D Fraser Cheam	Arena & Pool	2	3.16
R/D Fraser Cheam	Arena & Pool	3	2.92
R/D Fraser Cheam	CUPE #458	1	1.09
R/D Fraser Cheam	CUPE #458	2	2.97
R/D Fraser Cheam	CUPE #458	3	2.98
R/D Fraser Cheam	Recreation & Arena Man	1	0.98
R/D Fraser Cheam	Recreation & Arena Man	2	2.92
R/D Fraser Cheam	Recreation & Arena Man	3	2.97
R/D Fraser Cheam	Snr Management	1	0.96
R/D Fraser Cheam	Snr Management	2	3.01
R/D Fraser Cheam	Snr Management	3	2.96
R/D Fraser Fort-George	CUPE #1699	1	3.66
R/D Fraser Fort-George	CUPE #1699	2	2.99
R/D Fraser Fort-George	CUPE #1699	3	2.16
R/D Fraser Fort-George	Jnr Management	2	4.60
R/D Fraser Fort-George	Jnr Management	3	3.80
R/D Fraser Fort-George	Jnr Management	4	4.01
R/D Fraser Fort-George	Jnr Management	5	1.96
R/D Fraser Fort-George	Management	2	3.94
Village of Fruitvale	CUPE #2262	1	0.89
Village of Fruitvale	CUPE #2262	2	3.69
Village of Fruitvale	CUPE #2262	3	1.86
Village of Fruitvale	Management	1	3.59
Village of Fruitvale	Management	2	3.08
Village of Fruitvale	Staff	1	3.57
Village of Fruitvale	Staff	2	3.62
Fraser Valley Reg. Lib.	CUPE #1698	1	0.97
Fraser Valley Reg. Lib.	CUPE #1698	2	3.02
Town of Gibsons	BCGEU #72	1	4.10
Town of Gibsons	BCGEU #72	2	2.59
Town of Gibsons	Management	1	2.48

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Glenmore Irrigation Dis.	Op & Admin Staff	2	0.00
Glenmore Irrigation Dis.	Op & Admin Staff	3	4.92
Village of Gold River	Staff	2	4.80
Town of Golden	CUPE #2309	1	0.88
Town of Golden	CUPE #2309	2	1.87
Town of Golden	CUPE #2309	3	1.89
Town of Golden	Management	1	2.24
Town of Golden	Management	2	1.70
City of Grand Forks	CUPE #2254 (Inside)	1	0.38
City of Grand Forks	CUPE #2254 (Inside)	2	2.17
City of Grand Forks	CUPE #2254 (Inside)	3	3.00
City of Grand Forks	CUPE #2254 (Outside)	1	0.93
City of Grand Forks	CUPE #2254 (Outside)	2	2.76
City of Grand Forks	CUPE #2254 (Outside)	3	2.68
Village of Granisle	Staff	1	3.94
Village of Granisle	Staff	2	3.30
Gr. Vancouver R/D	CUPE / VMREU	1	0.40
Gr. Vancouver R/D	CUPE / VMREU	2	3.55
Gr. Vancouver R/D	CUPE / VMREU	3	4.31
Gr. Vancouver R/D	GVRD Employees Union	1	0.00
Gr. Vancouver R/D	GVRD Employees Union	2	2.98
Gr. Vancouver R/D	GVRD Employees Union	3	3.97
Gr. Vancouver R/D	Staff	1	2.50
Gr. Vancouver R/D	Staff	2	3.25
Gr. Vancouver R/D	Staff	3	3.51
Gr. Victoria Pub. Lib.	CUPE #410	1	0.07
Gr. Victoria Pub. Lib.	CUPE #410	2	1.99
Gr. Victoria Pub. Lib.	CUPE #410	3	2.60
Gr. Victoria Water Dis.	IWA #1-118	1	0.00
Gr. Victoria Water Dis.	IWA #1-118	2	3.88
Gr. Victoria Water Dis.	IWA #1-118	3	4.32
Gr. Victoria Water Dis.	Staff	1	10.59
Gr. Victoria Water Dis.	Staff	2	0.00
City of Greenwood	CUPE #2254	1	0.89
City of Greenwood	CUPE #2254	2	2.83
City of Greenwood	CUPE #2254	3	2.93
Harrison Hotsprings	CUPE #411	1	0.98
Harrison Hotsprings	CUPE #411	2	4.46
Harrison Hotsprings	CUPE #411	3	2.92
Harrison Hotsprings	Staff	1	0.00
Harrison Hotsprings	Staff	2	3.84
Harrison Hotsprings	Staff	3	2.94

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Town of Hope	CUPE #411	1	0.00
Town of Hope	CUPE #411	2	3.96
Town of Hope	CUPE #411	3	3.00
Town of Hope	Snr Managers	1	0.00
Town of Hope	Snr Managers	2	3.94
Town of Hope	Snr Managers	3	2.95
District of Houston	CUPE #2086	1	0.98
District of Houston	CUPE #2086	2	2.91
District of Houston	Snr Staff	3	1.67
District of Houston	Snr Staff	4	2.00
District of Invermere	CUPE #2309	2	0.00
District of Invermere	CUPE #2309	3	3.75
District of Invermere	CUPE #2309	4	2.16
City of Kamloops	CUPE #900 (Hr.Outside)	1	1.04
City of Kamloops	CUPE #900 (Hr.Outside)	2	3.01
City of Kamloops	CUPE #900 (Hr.Outside)	3	2.98
City of Kamloops	CUPE #900 (Inside)	1	1.09
City of Kamloops	CUPE #900 (Inside)	2	3.04
City of Kamloops	CUPE #900 (Inside)	3	2.89
City of Kamloops	Exempt Staff	1	0.00
City of Kamloops	Exempt Staff	2	2.78
Village of Kaslo	Management	1	0.00
Village of Kaslo	Management	2	3.50
Village of Kaslo	Management	3	4.00
City of Kelowna	Management	1	0.00
City of Kelowna	Management	2	3.91
City of Kimberley	Exempt Staff	1	0.00
City of Kimberley	Exempt Staff	2	3.92
City of Kimberley	Management	1	0.00
City of Kimberley	Management	2	3.90
City of Kimberley	United Steel Workers	1	1.00
City of Kimberley	United Steel Workers	2	3.99
City of Kimberley	United Steel Workers	3	2.02
District of Kent	CUPE #411	1	0.00
District of Kent	CUPE #411	2	3.94
District of Kent	CUPE #411	3	2.94
District of Kent	CUPE #411 (Pool)	1	0.00
District of Kent	CUPE #411 (Pool)	2	-23.30
District of Kent	CUPE #411 (Pool)	3	0.00
District of Kent	Dept. Head	1	0.00
District of Kent	Dept. Head	2	3.93
District of Kent	Snr Appointed Officer	1	0.00
District of Kent	Snr Appointed Officer	2	3.90

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Village of Keremeos	Management	1	0.91
Village of Keremeos	Management	2	3.07
Village of Keremeos	Management	3	2.86
District of Kitimat	Administration	1	0.00
District of Kitimat	Administration	2	3.14
District of Kitimat	IAFF #1304	1	3.32
District of Kitimat	CUPE #707	1	3.40
District of Kitimat	CUPE #707	2	2.90
R/D Kootenay Boundary	CUPE #2254	1	0.88
R/D Kootenay Boundary	CUPE #2254	2	2.97
R/D Kootenay Boundary	CUPE #2254	3	2.97
R/D Kootenay Boundary	IAFF #941	1	3.02
Town of Ladysmith	Administration	1	2.63
Town of Ladysmith	Administration	2	2.05
Town of Ladysmith	Administration	3	3.08
Town of Ladysmith	CUPE #401	1	0.00
Town of Ladysmith	CUPE #401	2	1.95
Town of Ladysmith	CUPE #401	3	3.95
Town of Ladysmith	CUPE #401 (Rec.)	1	2.87
Town of Ladysmith	CUPE #401 (Rec.)	2	1.98
Town of Ladysmith	CUPE #401 (Rec.)	3	3.88
Town of Ladysmith	Management	1	2.84
Town of Ladysmith	Management	2	2.26
Town of Ladysmith	Management	3	2.94
Langford Fire Prot.Dist.	IAFF #2848	3	3.70
City of Langley	CUPE #2058	1	1.47
City of Langley	CUPE #2058	2	2.89
City of Langley	CUPE #2058	3	2.98
City of Langley	Senior & Exempt Staff	1	0.90
City of Langley	Senior & Exempt Staff	2	3.80
Township of Langley	CUPE #403	1	1.43
Township of Langley	CUPE #403	2	2.94
Township of Langley	CUPE #403	3	3.04
Township of Langley	Non-Union Staff	2	2.81
Township of Langley	Non-Union Staff	3	3.73
Village of Lillooet	Appointed Officers	1	4.89
Village of Lillooet	CUPE #1040	1	0.00
Village of Lions Bay	Staff	2	3.51
District of Logan Lake	Administrator	1	3.00
District of Logan Lake	Dir. Works & Services	1	3.40

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Village of Masset	Management	3	3.24
Village of Masset	Management	4	2.86
Village of Masset	Office Staff	3	4.33
Village of Masset	Office Staff	4	2.77
Village of Masset	Outside Supervisory	3	3.87
Village of Masset	Outside Supervisory	4	2.89
Village of Masset	Outside Workers	3	3.83
Village of Masset	Outside Workers	4	2.94
District of Matsqui	CUPE #774	1	1.94
District of Matsqui	CUPE #774	2	3.93
District of Matsqui	CUPE #774	3	3.36
District of Matsqui	Management	2	0.89
District of Matsqui	Management	3	2.76
District of Matsqui	Middle Management	2	1.39
District of Matsqui	Middle Management	3	4.06
District of Matsqui	Teamsters #31	2	2.87
District of Matsqui	Teamsters #31	3	2.91
Village of Midway	Staff	1	4.94
Village of Midway	Staff	2	1.97
District of Mission	CUPE #1267	1	0.98
District of Mission	CUPE #1267	2	2.67
District of Mission	CUPE #1267	3	2.89
District of Mission	Management	2	1.99
District of Mission	Management	3	1.37
Village of Montrose	Staff	3	3.32
Village of Montrose	Staff	4	3.40
R/D Mount Waddington	Managers	2	2.98
R/D Mount Waddington	Permanent Staff	2	1.94
R/D Mount Waddington	Seasonal Staff	2	3.29
Village of Nakusp	Casual Staff	3	3.65
Village of Nakusp	Management	3	2.08
Village of Nakusp	Office Staff	3	0.00
Village of Nakusp	Public Works	2	0.21
City of Nanaimo	CUPE #401	1	0.18
City of Nanaimo	CUPE #401	2	1.86
City of Nanaimo	CUPE #401	3	3.59
City of Nanaimo	Management	1	2.31
City of Nanaimo	Management	2	0.88
R/D Nanaimo	CUPE #401	1	0.00
R/D Nanaimo	Management	1	1.43
R/D Nanaimo	Management	2	1.77
R/D Nanaimo	Management	3	3.39

Employer	Employee Group	Year	% Increase
City of Nelson	Management	2	2.03
City of Nelson	Middle Management	1	3.06
City of Nelson	Police Association	1	2.95
City of Nelson	Police Association	2	2.87
City of Nelson	Police Chief	2	2.65
District of New Hazelton	Staff	2	3.04
City of New Westminster	Fire Management	1	2.98
City of New Westminster	Fire Management	2	2.67
City of New Westminster	IAFF #256	1	3.15
City of New Westminster	IAFF #256	2	2.73
City of New Westminster	IBEW #213	1	2,83
City of New Westminster	IBEW #213	2	1.53
City of New Westminster	IBEW #213	3	0.00
City of New Westminster	BCNU	1	3.39
City of New Westminster	BCNU	2	3.07
City of New Westminster	BCNU	3	1.10
City of New Westminster	Library Casual Staff	1	2.86
City of New Westminster	Library Casual Staff	2	3.50
City of New Westminster	Library Management	1	0.00
City of New Westminster	Library Management	2	2.99
City of New Westminster	Library Management	3	3.91
City of New Westminster	Library Staff Assn.	1	1.00
City of New Westminster	Library Staff Assn.	2	3.88
City of New Westminster	Library Staff Assn.	3	4.37
City of New Westminster	Recreation Staff	1	0.00
City of New Westminster	Recreation Staff	2	2.98
City of New Westminster	Staff	1	0.00
City of New Westminster	Staff	2	3.22
City of New Westminster	Staff	3	4.10
District North Cowichan	CUPE #358	1	0.00
District North Cowichan	CUPE #358	2	1.95
District North Vancouver	Fire Dept. Staff	1	3.31
District North Vancouver	Fire Dept. Staff	2	2.99
District North Vancouver	IAFF #1183	1	3.54
District North Vancouver	IAFF #1183	2	3.97
District North Vancouver	Management	1	0.21
District North Vancouver	Management	2	2.98
District North Vancouver	Management	3	3.97
District North Vancouver	Staff	1	0.13
District North Vancouver	Staff	2	4.40
District North Vancouver	Staff	3	4.64

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
District North Vancouver	Management	1	0.21
District North Vancouver	Management	2	2.98
District North Vancouver	Management	3	3.97
District North Vancouver	Staff	1	0.13
District North Vancouver	Staff	2	4.40
District North Vancouver	Staff	3	4.64
North Van. Dist. Library	Staff	1	0.81
North Van. Dist. Library	Staff	2	3.62
North Van. Dist. Library	Staff	3	4.53
City of North Vancouver	IAFF #914	1	3.61
City of North Vancouver	IAFF #914	2	3.80
City of North Vancouver	Middle Management	1	1.69
City of North Vancouver	Middle Management	2	2.69
City of North Vancouver	Middle Management	3	3.08
City of North Vancouver	Secretarial	1	0.00
City of North Vancouver	Secretarial	2	2.99
City of North Vancouver	Secretarial	3	3.99
North Van. City Library	Middle Management	1	0.00
North Van. City Library	Middle Management	2	2.95
North Van. City Library	Middle Management	3	3.96
R/D North Okanagan	Accountant & Fire Chief	2	3.01
R/D North Okanagan	Clerical & Technical	2	3.40
R/D North Okanagan	Department Heads	2	3.00
District of Oak Bay	CUPE #374 (Inside)	1	0.00
District of Oak Bay	CUPE #374 (Inside)	2	2.59
District of Oak Bay	CUPE #374 (Inside)	3	2.15
District of Oak Bay	CUPE #374 (Outside)	1	0.00
District of Oak Bay	CUPE #374 (Outside)	2	1.97
District of Oak Bay	CUPE #374 (Outside)	3	2.77
Okanagan Mainline L.R.A	CUPE Various Locals	1	1.09
Okanagan Mainline L.R.A.	CUPE Various Locals	2	3.10
Okanagan Mainline L.R.A.	CUPE Various Locals	3	3.04
Okanagan Mainline L.R.A.	CUPE Various Locals	3	3.04
Okanagan Mainline L.R.A.	IAFF Various Locals	1	2.28
Okanagan Mainline L.R.A.	IAFF Various Locals	2	3.52
Okanagan Mainline L.R.A.	IAFF Various Locals	3	3.02

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Okanagan Mainline L.R.A.	IBEW Local 213	1	2.83
Okanagan Mainline L.R.A.	IBEW Local 213	2	1.55
Okanagan Mainline L.R.A.	IBEW Local 213	3	0.00
Okanagan Regional Lib.	CUPE #1123	1	0.16
Okanagan Regional Lib.	CUPE #1123	2	3.76
Okanagan Regional Lib.	CUPE #1123	3	1.65
Okanagan Regional Lib.	Clerical	1	0.00
Okanagan Regional Lib.	Clerical	2	3.64
Okanagan Regional Lib.	Clerical	3	2.04
Okanagan Regional Lib.	Management	1	0.00
Okanagan Regional Lib.	Management	2	3.53
Okanagan Regional Lib.	Management	3	1.81
Okanagan-Similkameen R/D	Admin/Planning	1	0.00
Okanagan-Similkameen R/D	Admin/Planning	2	4.87
Village of Oliver	Management	1	0.00
Village of 100 Mile House	Management & Exempt	1	3.16
Village of 100 Mile House	IUOE #959	1	3.26
Town of Osoyoos	Municipal Employees	2	2.92
Town of Osoyoos	Municipal Employees	3	2.97
Town of Parksville	CUPE #401	1	0.00
Town of Parksville	CUPE #401	2	2.38
Town of Parksville	CUPE #401	3	3.54
Town of Parksville	Management	1	0.00
Town of Parksville	Management	2	0.95
Town of Parksville	Management	3	2.31
R/D Peace River Liard	Staff	3	3.21
Peachland Irrigation Dis.	Staff	3	0.00
Village of Pemberton	Staff	1	5.53
Village of Pemberton	Staff	2	3.52
City of Penticton	CUPE #608	1	0.96
City of Penticton	CUPE #608	2	2.93
City of Penticton	CUPE #608	3	2.96
Penticton Library	Staff	1	0.99
Penticton Library	Staff	2	2.95
District Pitt Meadows	CUPE #622	1	4.35
District Pitt Meadows	CUPE #622	2	2.78
District Pitt Meadows	Management	1	4.84
District Pitt Meadows	Management	2	0.87
City of Port Alberni	CUPE #118	1	0.19
City of Port Alberni	CUPE #118	2	3.05
City of Port Alberni	CUPE #118	3	4.65
City of Port Alberni	Management	3	4.91

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Village of Port Alice	Staff	2	3.93
Village of Port Alice	Staff	3	2.98
City of Port Coquitlam	CUPE #498	2	2.36
City of Port Coquitlam	CUPE #498	3	2.28
City of Port Coquitlam	IAFF #1941	2	3.95
City of Port Coquitlam	Management	2	3.59
Village of Port Edward	Management	1	0.00
District of Port Hardy	Hourly Employees	2	3.25
District of Port Hardy	IUOE #858	1	0.00
District of Port Hardy	Non-Union - Hourly	2	3.25
District of Port Hardy	Non-Union - Salaried	2	3.26
Town of Port McNeill	Staff	2	4.47
City of Port Moody	Fire Management	1	2.93
City of Port Moody	IAFF #2399	1	3.51
City of Port Moody	IAFF #2399	2	4.20
City of Port Moody	Police Management	1	3.11
City of Port Moody	Staff	1	0.27
City of Port Moody	Staff	2	4.28
City of Port Moody	Staff	3	3.96
Village of Pouce Coupe	Staff	1	6.00
Village of Pouce Coupe	Staff	2	4.98
Village of Pouce Coupe	Staff	3	1.89
District Powell River	Non-Union Staff	2	0.00
District Powell River	CUPE #798	1	0.00
District Powell River	CUPE #798	2	3.04
District Powell River	CUPE #798	3	3.84
R/D Powell River	Office Staff	2	0.00
City of Prince George	IAFF #1327	1	3.89
City of Prince George	Management	2	3.65
Prince George Library	Library Staff	3	3.37
Town of Princeton	Management	3	2.90
City of Prince Rupert	CUPE #105	1	0.00
City of Prince Rupert	CUPE #105	2	3.91
City of Prince Rupert	CUPE #105	3	2.97
City of Prince Rupert	IAFF #559	1	3.30
City of Prince Rupert	IAFF #559	2	2.45
City of Prince Rupert	IBEW #337	1	0.40
City of Prince Rupert	IBEW #337	2	3.89
Town of Qualicum Beach	CUPE #401	1	0.00
Town of Qualicum Beach	CUPE #401	2	1.87
Town of Qualicum Beach	CUPE #401	3	2.88

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Town of Qualicum Beach	Management	1	0.00
Town of Qualicum Beach	Management	2	3.99
Town of Qualicum Beach	Management	3	2.86
City of Revelstoke	Management	1	0.00
City of Revelstoke	Management	2	3.96
Township of Richmond	BCNU	1	3.30
Township of Richmond	BCNU	2	2.78
Township of Richmond	BCNU	3	0.89
Township of Richmond	IAFF #1286	2	3.21
Township of Richmond	IAFF #1286	1	3.55
Township of Richmond	Management	1	1.40
Township of Richmond	Management	2	3.26
Township of Richmond	Secretarial	1	2.69
Township of Richmond	Secretarial	2	2.98
Richmond Public Library	Management	1	3.31
Richmond Public Library	Management	2	2.97
City of Rossland	Non-Union Staff	1	4.01
City of Rossland	Non-Union Staff	2	1.98
Rutland Waterworks Dist.	Teamsters #213	3	2.00
District of Saanich	CUPE #374	1	0.00
District of Saanich	CUPE #374	2	2.38
District of Saanich	CUPE #374	3	1.98
District of Saanich	IAFF #967	2	0.94
District of Salmon Arm	Management	1	0.29
District of Salmon Arm	Management	2	3.64
District of Salmon Arm	Staff	1	0.00
District of Salmon Arm	Staff	2	2.96
Village of Sayward	Staff	1	2.49
Village of Sayward	Staff	2	2.32
Village of Sechelt	Staff	1	2.91
Village of Sechelt	Staff	2	3.59
Town of Sidney	CUPE #374	1	0.00
Town of Sidney	CUPE #374	2	0.59
Town of Sidney	CUPE #374	3	3.01
Town of Sidney	Management	1	0.00
Town of Sidney	Management	2	1.50
Town of Sidney	Management	3	2.95
Village of Silverton	Maintenance	3	2.95
Village of Silverton	Management	2	3.38
R/D Skeena-Queen Charlottes	Staff	1	3.38
R/D Skeena-Queen Charlottes	Staff	2	3.20

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
Town of Smithers	Administrator	3	4.82
Town of Smithers	Administrator	4	2.99
Town of Smithers	Administrator	5	1.95
Town of Smithers	CUPE #1570	3	1.27
Town of Smithers	CUPE #1570	4	3.01
Town of Smithers	CUPE #1570	5	2.92
Town of Smithers	Management	3	4.84
Town of Smithers	Management	4	2.90
Town of Smithers	Management	5	1.99
Township of Spallumcheen	Staff	1	10.67
Township of Spallumcheen	Staff	2	5.94
District of Squamish	CUPE #2269	1	0.00
District of Squamish	CUPE #2269	2	3.65
District of Squamish	CUPE #2269	3	2.95
District of Squamish	IAFF #2874	2	4.10
District of Squamish	IAFF #2874	3	2.30
District of Squamish	Management Staff	1	0.00
District of Squamish	Management Staff	2	4.18
District of Squamish	Management Staff	3	2.97
District of Stewart	CUPE #1804	1	4.72
District of Summerland	Management	1	1.60
District of Summerland	Management	2	3.38
District of Summerland	Management	3	3.23
District of Surrey	CUPE #402	2	3.84
District of Surrey	Contract Employees	1	0.91
District of Surrey	Contract Employees	2	3.24
District of Surrey	Jnr Management	1	2.06
District of Surrey	Jnr Management	2	3.22
District of Surrey	Middle Management	1	1.20
District of Surrey	Middle Management	2	3.20
Surrey Public Lib.	CUPE #402	1	0.99
Surrey Public Lib.	CUPE #402	2	3.03
Surrey Public Lib.	Professional Librarians	1	1.49
Surrey Public Lib.	Professional Librarians	2	3.42
Village of Tahsis	Department Heads	1	2.89
Village of Tahsis	Public Works	1	3.13
Village of Tahsis	Public Works	2	3.27
Village of Tahsis	Recreation	1	3.22
Village of Tahsis	Recreation	2	3.20
Village of Tahsis	Staff	1	3.40
Village of Tahsis	Staff	2	2.89
Village of Telkwa	Staff	1	6.07
Village of Telkwa	Staff	2	4.30

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
R/D Thompson Nicola	Admin/Management	2	3.50
R/D Thompson Nicola	Admin/Management	3	3.15
City of Trail	CUPE #2087	2	2.97
City of Trail	CUPE #2087	3	2.95
City of Trail	Super/Sec/Management	1	2.12
City of Trail	Super/Sec/Management	2	2.92
Trail Public Library	Librarian	1	1.95
Trail Public Library	Librarian	2	4.00
Trail Public Library	Librarian	3	2.94
Trail Public Library	CUPE #2087	1	2.33
Trail Public Library	CUPE #2087	2	2.68
Trail Public Library	CUPE #2087	3	2.93
City of Vancouver	BCNU	4	0.94
City of Vancouver	Foreman's Assn	1	0.09
City of Vancouver	Foreman's Assn	2	3.04
City of Vancouver	Foreman's Assn	3	3.98
City of Vancouver	IAFF #18	1	3.97
City of Vancouver	IAFF #18	2	3.20
City of Vancouver	IATSE #118	2	3.74
City of Vancouver	IATSE #118	3	3.89
City of Vancouver	IATSE #118	4	0.39
City of Vancouver	IBEW #213 (Line/Wiremen)	1	3.14
City of Vancouver	IBEW #213 (Line/Wiremen)	2	1.35
City of Vancouver	BCNU	4	0.94
District West Vancouver	Fire Management	2	2.82
District West Vancouver	IAFF #1525	2	3.46
District West Vancouver	Management/Staff	1	0.25
District West Vancouver	Management/Staff	2	3.18
District West Vancouver	Management/Staff	3	4.19
District West Vancouver	Snr Management	1	0.00
District West Vancouver	Snr Management	2	2.99
District West Vancouver	Snr Management	3	3.95
District West Vancouver	Staff	1	3.58
District West Vancouver	Transit Super (exempt)	1	1.21
District West Vancouver	Amlg.Transit Union #134	2	2.98
District West Vancouver	West Van Mun Employees Assn	1	0.23
District West Vancouver	West Van Mun Employees Assn	2	3.13
District West Vancouver	West Van Mun Employees Assn	3	4.07
District West Vancouver	West Van Mun Employees Assn	1	0.58
District West Vancouver	West Van Mun Employees Assn	2	3.40
District West Vancouver	West Van Mun Employees Assn	3	3.97

MUNICIPALITIES

Employer	Employee Group	Year	% Increase
West Van. Police Board	Policemen's Assn.	1	2.99
West Van. Police Board	Policemen's Assn.	2	3.30
West Van. Police Board	Snr Managers	1	3.08
West Vancouver Pub. Lib.	Employees' Assn. #395	1	0.28
West Vancouver Pub. Lib.	Employees' Assn. #395	2	3.32
West Vancouver Pub. Lib.	Employees' Assn. #395	3	3.97
Resort Mun. of Whistler	Admin/Outside Staff	1	2.03
City of White Rock	Fire Staff	1	2.93
City of White Rock	Fire Staff	2	3.90
City of White Rock	IAFF #2407	1	3.15
City of White Rock	IAFF #2407	2	2.59
City of White Rock	Staff	1	3.15
City of White Rock	Staff	2	4.00
City of White Rock	Staff	3	1.92

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Armstrong Spallumcheen Hosp	Manager	2	3.57
Arrow Lakes Hosp	Manager	2	10.81
Arrow Lakes Hosp	Manager	3	0.20
Arrowsmith Lodge	Admin/Ser/Cr/Staff	3	4.87
Ashcroft & Dist Gen Hosp	Administrator	3	3.50
Ashcroft & Dist Gen Hosp	Management	2	3.30
Barriere & Dist Health Soc	Staff	1	3.95
B.C. Children's Hosp	Exempt Staff	1	1.59
B.C. Children's Hosp	Exempt Staff	2	4.02
Baker,G.F. Memorial Hosp	Non Contract	1	3.87
Baker,G.F. Memorial Hosp	Non Contract	2	3.87
Beacon Hill Lodge (J.B)	Administration	3	1.79
Beacon Hill Lodge (W.V.)	Administration	3	2.28
Beckley Farm Lodge	Administration	2	4.33
Beckley Farm Lodge	Service Staff	2	4.91
Blenheim Lodge	Staff	2	4.61
Boundary Lodge	Management	3	3.57
Boundary Sen. Cit. Housing	CUPE #2254	3	3.45
Bradden Private Hosp	CUPE #2209	1	0.00
Bradden Private Hosp	CUPE #2209	2	4.97
Broadway Penticostal Lodge	Administration Staff	3	4.83
Broadway Penticostal Lodge	Service Staff	3	4.84
Bulkley Lodge	BCGEU #64	3	4.00
Bulkley Lodge	Management	3	3.40
Bulkley Valley Dist Hosp	Staff	2	2.54
Burnaby Ass. Ment. Hand.	BCGEU #56	2	2.42
Burnaby Ass. Ment. Hand.	BCGEU #56	3	2.42
Burnaby Gen Hosp	Non Contract Staff	2	3.77
Burns Lake & Dist Hosp	Administration	2	2.31
Burquitlam Lions Care Cnt	Management/Staff	3	1.97
Campbell Rvr & Dist Hosp	Staff	2	3.00
Canada Way Care Cnt	Management	1	6.02
Canada Way Care Cnt	Management	2	3.39
Cancer Control Agency	Medical/Dental Staff	2	3.81
Cancer Control Agency	Man/Admin/Sec	2	3.50
Cancer Control Agency	Research Assts	2	0.00
Cancer Control Agency	Research Assts	3	3.49
Cancer Control Agency	Scientific Staff	2	1.24
Cariboo Memorial Hosp	Administrator	3	2.98
Cariboo Memorial Hosp	Non Contract Staff	2	2.72

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Carlsbad Private Hosp	BCNU	1	7.40
Carlsbad Private Hosp	BCNU	2	6.45
Carlsbad Private Hosp	BCNU	3	4.04
Carlsbad Private Hosp	BCNU	4	2.92
Carlton Private Hosp	BCNU	1	1.54
Carlton Private Hosp	BCNU	2	3.68
Carlton Private Hosp	IUOE #882	1	0.00
Carlton Private Hosp	IUOE #882	2	1.88
Carlton Private Hosp	IUOE #882	3	1.00
Castlegar & Dist Hosp	Management	1	0.00
Castlegar & Dist Hosp	Management	2	3.89
Edith Cavell Hosp	HEU #180	1	8.28
Edith Cavell Hosp	HEU #180	2	0.00
Edith Cavell Hosp	HEU #180	3	4.41
Edith Cavell Hosp	HEU #180	4	2.04
Cedarview Lodge	Management	1	1.90
Cedarview Lodge	Nurses	1	1.87
Cedarview Lodge	Staff	1	1.89
Central Care Home	IUOE #882	2	0.00
Central Care Home	IUOE #882	3	1.90
Central Care Home	IUOE #882	4	0.90
Central City Mission	Admin/Nursing	1	3.43
Central City Mission	Care/Service	1	2.81
Central Park Lodge	BCNU	1	4.15
Central Park Lodge	BCNU	2	4.09
Central Park Lodge	BCNU	3	1.75
Central Park Lodge	BCNU	4	3.40
Central Park Manor	Management	3	4.84
Central Park Manor	Service Staff	3	4.87
Century Care Society	Staff	2	2.87
Chemainus Gen Hosp	Management	3	3.34
Chetwynd Gen Hosp	Management	1	5.54
Chetwynd Gen Hosp	Management	2	2.29
Chilliwack Gen Hosp	Non Contract Staff	1	2.28
Chilliwack Gen Hosp	Non Contract Staff	2	2.45
Chilliwack Gen Hosp	Snr Non Contract	1	1.19
Chilliwack Gen Hosp	Snr Non Contract	2	1.65
CNIB Elizabeth Hall	Staff	2	3.98
Columbia Care Centre	BCNU	1	0.00
Columbia Care Centre	BCNU	2	4.18
Columbia View Lodge	Staff	1	3.77
Columbian Cnt Society	Staff	2	4.89

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Como Lake Private Hosp	HEU #180	1	9.23
Como Lake Private Hosp	HEU #180	2	0.00
Como Lake Private Hosp	HEU #180	3	2.62
Como Lake Private Hosp	HEU #180	4	0.85
Cowichan Int. Care Soc	HEU #180	1	9.25
Cowichan Int. Care Soc	HEU #180	2	2.89
Cowichan Int. Care Soc	HEU #180	3	3.21
Cowichan Valley Reg Hosp	IWA #1-80	3	5.69
Cowichan Valley Reg Hosp	IWA #1-80	4	3.72
Cranbrook & Dist Hosp	Dept. Heads/Supers	2	3.30
Creston & Dist Health Soc	Excluded	3	3.16
Creston & Dist Health Soc	Nurses	1	4.94
Creston & Dist Health Soc	Nurses	2	2.11
Creston & Dist Health Soc	HEU #180	1	2.21
Creston & Dist Health Soc	HEU #180	2	3.91
Creston & Dist Health Soc	HEU #180	3	3.73
Creston & Dist Health Soc	HEU #180	4	3.76
Creston Valley Hosp	Staff	3	3.49
Crossroads Treatment Cnt	HEU #180	1	4.67
Crossroads Treatment Cnt	HEU #180	2	4.89
Crossroads Treatment Cnt	HEU #180	3	1.97
Crossroads Treatment Cnt	HEU #180	4	2.51
Crossroads Treatment Cnt	Management	1	3.90
Cumberland Health Care Cnt	Admin/Non Contract	3	2.93
Dania Home	Staff	1	5.00
Dawson Creek Dist Hosp	Non Contract Grp A	3	3.46
Dawson Creek Dist Hosp	Non Contract Grp B	3	3.46
Delta Hosp	Non Contract	1	2.09
Delta Hosp	Non Contract	2	3.89
Delta Hosp	Non Contract	3	3.55
Olive Devaud Residence	Management	2	3.87
Olive Devaud Residence	Non-Contract	2	4.05
Olive Devaud Residence	Nursing Staff	3	3.79
Duke Residence	All Staff	3	3.63
Dunrovin Park (1974) Soc	Administrative Staff	2	3.85
Dunrovin Park (1974) Soc	BCGEU #68	2	4.80
Dunrovin Park (1974) Soc	BCGEU #68	3	3.79
Dunrovin Park (1974) Soc	Nurses (Non Union)	1	4.88
H.M. Durand S/Care Soc	Management	2	3.92
Eagle Ridge Hosp	Management	1	0.00
Eagle Ridge Hosp	Management	2	2.97

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Eagle Ridge Hosp	Staff	1	0.00
Eagle Ridge Hosp	Staff	2	4.46
Eden Rest Home	Staff	1	3.74
Eden Rest Home	Staff	2	3.83
Eden Rest Home	Staff	3	4.60
Elkford Diagnostic Cnt	Office & Technical	2	3.30
Elkford Diagnostic Cnt	Office & Technical	3	3.12
Elkford Diagnostic Cnt	Reg.Nurses/Man.	3	3.31
Enderby & Dist Mem Hosp	Staff	2	3.60
Evergreen Baptist Home	Staff	2	3.43
Fairhaven Un. Church Homes	Staff	3	2.26
Fairhaven Un. Church Homes	Staff	3	2.14
Fernie District Hosp	Management	3	3.60
Finnish Manor	Management	3	3.46
Finnish Manor	Staff	3	3.37
Fort St. John Gen Hosp	Administrative	2	2.73
Four All Seasons Ret. Ltd	Staff	1	0.00
Four All Seasons Ret. Ltd	Staff	2	4.95
Foyer Maillard	Staff	3	1.91
Fraser Canyon Hosp	Staff	2	3.56
Fraser House Soc	Staff	2	6.41
Fraser House Soc	Staff	3	3.50
Fraser Lake & Dist Health	Administrator	1	2.59
Fraser Valley Alcoholism	BCGEU #56	3	1.16
Fraser Valley Alcoholism	BCGEU #56	4	3.52
Fraser Valley Alcoholism	Staff	3	1.51
Fraser Valley Alcoholism	Staff	4	2.97
German Canadian Ben. Soc	Employees' Assn	3	3.37
Glacier View Lodge Soc	HEU #180	2	3.90
Glacier View Lodge Soc	Nurses	2	3.81
Gold River Health Clinic	Non Contract Staff	3	3.29
Golden & Dist Gen Hosp	Snr Management	3	2.71
Golden Ears Retirement Cnt	Management	3	1.48
Gorge Road Hosp	Staff	1	2.33
Gorge Road Hosp	Staff	2	2.19
Gorge Road Hosp	Staff	3	3.87
Gr.Van.Mental Health Srv	BCNU	1	2.85
Gr.Van.Mental Health Srv	BCNU	2	2.29
Gr.Van.Mental Health Srv	BCNU	3	0.69
Gr.Van.Mental Health Srv	Prof.Employees Assn	1	4.36
Gr.Van.Mental Health Srv	Prof.Employees Assn	2	2.09

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Gr.Victoria Rehab. Soc	BCGEU #65	1	4.59
Gr.Victoria Rehab. Soc	BCGEU #65	2	1.49
Grace Hosp	Man/Excluded Staff	1	3.92
Grace Hosp	Man/Excluded Staff	2	3.92
Greenwoods Int.Care Soc	Management	2	2.00
Greenwoods Int.Care Soc	Management	3	3.50
Greenwoods Int.Care Soc	Nurses	3	3.37
Halcyon Home	Staff	2	4.67
Halcyon Home	Staff	3	2.52
Hawthorn Lodge	BCGEU #56	2	2.58
Hawthorn Lodge	BCGEU #56	3	0.10
Hawthorn Lodge	Management/Nurses	4	3.57
H.L.R.A.	BCNU (12 LTC Fac.)	3	2.24
H.L.R.A	BCNU (12 LTC Fac.)	4	3.46
H.L.R.A.	BCNU	2	2.11
H.L.R.A.	BCNU	3	3.48
H.L.R.A.	HSA	2	4.44
H.L.R.A.	HSA	3	4.95
H.L.R.A.	HSA	4	1.63
H.L.R.A.	HEU #180 (LTC)	1	5.10
H.L.R.A.	HEU #180 (LTC)	2	4.36
H.L.R.A.	HEU #180 (LTC)	3	4.34
H.L.R.A.	HEU #180 (LTC)	4	1.14
H.L.R.A.	HEU #180 (Master)	1	6.90
H.L.R.A	HEU #180 (Master)	2	0.00
H.L.R.A.	HEU #180 (Master)	3	3.61
H.L.R.A	HEU #180 (Master)	4	1.69
H.L.R.A.	HEU #180 (Master)	5	1.21
H.L.R.A.	IUOE #882	1	6.60
H.L.R.A	IUOE #882	2	0.11
H.L.R.A.	IUOE #882	3	2.78
H.L.R.A.	IUOE #882	4	0.96
H.L.R.A	PARI	1	5.49
H.L.R.A.	PARI	2	0.00
H.L.R.A.	PARI	3	3.86
Helmcken, Dr. Mem Hosp	Management	2	-0.61
Helmcken, Dr. Mem Hosp	Management	3	3.41
Holy Family Hosp	Exempt Grp	3	3.46
Houston Community Hlth Cnt	BCNU	1	2.75
Houston Community Hlth Cnt	BCNU	2	2.21
Houston Community Hlth Cnt	BCNU	3	1.17

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Houston Health Care Serv	Management	1	7.77
Houston Health Care Serv	Management	2	0.00
Houston Health Care Serv	Management	3	3.86
Hudson Hope Diag.& Treat	HSA	1	3.61
Hudson Hope Diag.& Treat	HSA	2	3.93
Hudson Hope Diag.& Treat	HSA	3	3.76
Icelandic Care Home Soc	Staff	3	5.00
James Bay Lodge	Administration	3	1.99
Juan de Fuca Hosp	Staff	2	3.53
Jubilee Home Soc	HEU #180	1	7.71
Jubilee Home Soc	HEU #180	2	1.51
Jubilee Home Soc	HEU #180	3	1.63
Jubilee Home Soc	HEU #180	4	3.61
Jubilee Home Soc	Staff	3	3.39
Kamloops Youth Res. Soc	BCGEU #70	1	1.45
Kamloops Youth Res. Soc	BCGEU #70	2	3.99
Kimberley Special Care Hm	Management	3	1.97
Kimberley Special Care Hm	Staff	3	1.98
Kimberley & Dist Hosp	Non Contract Staff	3	3.75
Kinsmen Place Lodge	BCGEU	1	2.34
Kinsmen Place Lodge	BCGEU	2	-0.23
Kinsmen Place Lodge	Management	3	3.03
Kinsmen Place Lodge	Nurses	3	3.05
Kinsmen Retirement Cnt	Management	3	1.88
Kinsmen Retirement Cnt	Management (LTC)	3	1.93
Kiro Manor	Management	3	3.30
Kitimat General Hosp	Non-Union	2	3.96
Kiwanis Care Homes Ltd	Nurses	1	4.72
Kiwanis Care Homes Ltd	Nurses	2	2.65
Kiwanis Care Homes Ltd	Nurses	3	3.34
Kiwanis Int. Care Cnt	Staff	3	3.44
Kiwanis Lynn Manor	HEU #180	1	4.88
Kiwanis Lynn Manor	HEU #180	2	3.43
Kiwanis Lynn Manor	HEU #180	3	4.41
Kiwanis Lynn Manor	HEU #180	4	2.60
Kiwanis Villa Victoria	Administrator	3	3.50
Kiwanis Village Care Home	HEU #180	1	5.94
Kiwanis Village Care Home	HEU #180	2	4.98
Kiwanis Village Care Home	HEU #180	3	2.08
Kiwanis Village Care Home	Management/Nurses	3	3.25
Kootenay Lake Dist Hops	Non Union Staff	2	3.69

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Kopernik Lodge	HEU #180	1	5.44
Kopernik Lodge	HEU #180	2	4.70
Kopernik Lodge	HEU #180	3	1.97
Kopernik Lodge	Management/Nurses	3	2.00
Ladner Private Hosp	HEU #180	1	6.80
Ladner Private Hosp	HEU #180	2	0.00
Ladner Private Hosp	HEU #180	3	2.88
Ladner Private Hosp	HEU #180	4	0.96
Lady Minto Gulf Isl. Hosp	Staff Assn	1	7.22
Lady Minto Gulf Isl. Hosp	HEU #180	2	0.73
Lady Minto Gulf Isl. Hosp	HEU #180	3	3.63
Lady Minto Gulf Isl. Hosp	HEU #180	4	1.46
Lady Minto Gulf Isl. Hosp	HSA	2	3.12
Lady Minto Gulf Isl. Hosp	HSA	3	4.60
Lady Minto Gulf Isl. Hosp	HSA	4	1.34
Ladysmith & Dist Hosp	Managers	2	3.46
Langley Lodge	BCGEU	1	0.21
Langley Lodge	BCGEU	2	1.10
Langley Memorial Hosp	Staff	2	2.25
Large, R.W. Memorial Hosp	HEU #180	1	7.85
Large, R.W. Memorial Hosp	HEU #180	2	3.93
Large, R.W. Memorial Hosp	HEU #180	3	3.85
Large, R.W. Memorial Hosp	HEU #180	4	0.44
Lions Gate Hosp	Dept. Heads	3	3.43
Lions Gate Hosp	Management	2	2.67
Lions Gate Hosp	PARI	1	3.79
Lloyd Jones, David Home	CUPE #338	1	2.19
Lloyd Jones, David Home	CUPE #338	2	0.98
Lloyd Jones, David Home	Man. & Non Union	1	1.98
Lloyd Jones, David Home	Man. & Non Union	2	2.90
Lookout Emer. Aide Soc	BCGEU	1	1.87
Lookout Emer. Aide Soc	BCGEU	2	0.80
Lookout Emer. Aide Soc	Management	1	3.61
Lookout Emer. Aide Soc	Management	2	1.84
Lookout Emer. Aide Soc	Management	3	2.86
Luther Court Society	Management	3	3.40
MSA Halfway House Soc	Staff	2	4.57
MacKenzie & Dist Hosp	Management	1	1.70
Malaspina College Hosp	Administration	1	1.13
Malaspina College Hosp	Exec Secretaries	1	0.00
Maple Ridge Halfway Hse	Staff	3	4.41

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Maple Ridge Hosp	Excluded Staff	1	4.63
Maple Ridge Hosp	Excluded Staff	2	2.93
Marineview P/Care Housing	Staff	2	3.50
Mater Misericordia Hosp	Staff	1	3.77
May Bennett Home	Nurses	1	3.46
May Bennett Home	Nurses	2	3.93
McBride & Dist Hosp	Snr Management	2	3.54
McBride & Dist Hosp	Staff	1	5.81
McBride & Dist Hosp	Staff	2	0.00
McBride & Dist Hosp	Staff	3	4.99
Menno Home	Staff	3	0.00
Menno Home	Management	3	4.95
Menno Hosp	Management	2	3.19
Menno Hosp	Staff	2	3.09
Menonite Care Home Soc	Management & Staff	1	3.31
Mission Memorial Hosp	Management	3	2.80
Mission Memorial Hosp	Staff	1	7.45
Mission Memorial Hosp	Staff	2	0.67
Mission Memorial Hosp	Staff	3	2.60
Mt Edward Court Care Home	IUOE #882	2	0.00
Mt Edward Court Care Home	IUOE #882	3	1.91
Mt Edward Court Care Home	IUOE #882	4	0.94
Mt Paul Private Hosp	Administrator	3	3.50
Mt Paul Private Hosp	Registered Nurses	3	1.92
Mt Paul Private Hosp	Supervisory	3	1.88
Mt St Francis Hosp	Management	1	7.95
Mt St Francis Hosp	Management	2	0.00
Mt St Mary Hosp	Management	1	2.16
Mt St Mary Hosp	Support Staff	1	3.73
Mountain View Lodge	Management	4	2.94
Naniamo General Hosp	Staff	2	3.81
Naniamo General Hosp	Staff	3	3.16
Naniamo Travellers Lodge	Management	3	3.41
Nelson Jubilee Manor	HEU #180	3	4.86
Nelson Jubilee Manor	Management	2	3.59
New Vista Society	Management	3	1.96
Nicola Valley Hosp	Management	3	3.86
Normandy/Kens/Willingdon	HEU #180	1	4.81
Normandy/Kens/Willingdon	HEU #180	2	3.07
Normandy/Kens/Willingdon	HEU #180	3	3.20
Normandy/Kens/Willingdon	HEU #180	4	1.34

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
North Peace Care Home Soc	Administrator	1	5.94
North Peace Care Home Soc	Administrator	2	3.04
North Peace Care Home Soc	Health Care Wkrs	1	6.89
North Peace Care Home Soc	Health Care Wkrs	2	1.11
North Peace Care Home Soc	Registered Nurses	2	3.68
North Shore Union Bd of Hl	BCNU	2	3.12
North Shore Union Bd of Hl	BCNU	3	2.69
North Shore Union Bd of Hl	BCNU	4	0.83
Oak Bay Kiwanis Pavilion	Administrator	3	3.50
Okanagan Comm.Pion.Cul.Soc	Management	1	3.31
Okanagan Comm.Pion.Cul.Soc	Staff	1	3.57
100 Mile House Hosp	Management	3	2.73
100 Mile House Hosp	Management	4	3.68
Ominca Lodge	Managers	3	4.85
Ominca Lodge	Nurses	3	4.96
Overland Ext. Care Hosp	Management	3	3.63
Parkdale Housing Soc	Staff	2	3.28
Parkdale Housing Soc	CUPE #1136	3	2.47
Parkdale Housing Soc	CUPE #1136	4	0.97
Parkdale Housing Soc	Non Contract Staff	1	1.44
Parkdale Housing Soc	Non Contract Staff	2	1.92
Parkholm Lodge	Professional Staff	2	2.73
Parkholm Lodge	Professional Staff	3	4.08
Parkholm Lodge	Registered Nurses	2	2.56
Parkholm Lodge	Registered Nurses	3	2.11
Parkridge Private Hosp	HEU #180	1	6.70
Parkridge Private Hosp	HEU #180	2	0.00
Parkridge Private Hosp	HEU #180	3	2.88
Parkridge Private Hosp	HEU #180	4	0.86
Peace River Haven	Management	2	2.96
Peace River Haven	Admin	1	5.54
Peace River Haven	Admin	2	5.44
Peace River Haven	Admin	3	4.34
Peace River Haven	Non Medical Support	1	4.99
Peace River Haven	Non Medical Support	2	4.30
Peace River Haven	Non Medical Support	3	3.37
Peace River Haven	Non Medical Support	4	0.69
Peace River Haven	Nurses	1	5.67
Peace River Haven	Nurses	2	2.56
Peace River Haven	Nurses	3	3.37
Penticton & Dist Retir.Ser	Administration	3	3.08
Penticton Reg.Hosp	Non Union Employees	2	3.36

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Pleasant View Housing Soc	CUPE #1267	2	1.88
Pleasant View Housing Soc	CUPE #1267	3	1.92
Pleasant view Housing Soc	Management	1	3.47
Port Alice Hosp	Administrator	3	4.83
Port Hardy Hosp	Dept. Heads	1	5.18
Port Hardy Hosp	Management	2	3.12
Pouce Coupe Comm Hosp	Account/Payroll	3	3.47
Pouce Coupe Comm Hosp	Dir.of Res. Care	3	3.45
Powell Rvr & Dist Hmmkr	SORWUC	2	0.80
Powell Rvr & Dist Hmmkr	SORWUC	3	3.94
Pr George Reg Hosp	Non Contract	2	3.98
Pr George Snr Citizens	Administrator	3	0.00
Pr George Snr Citizens	Management	3	-1.03
Pr Rupert Health Care Soc	Sec/Accounts Clerk	1	7.95
Pr Rupert Health Care Soc	Sec/Accounts Clerk	2	0.00
Pr Rupert Health Care Soc	Sec/Accounts Clerk	3	4.04
Pr Rupert Reg Hosp	Management	2	3.01
Princeton LTC Soc	Non Contract	2	-3.04
Queen Alexander Hosp	Professional Staff	2	4.30
Queen Alexander Hosp	Professional Staff	3	4.12
Queen Alexander Hosp	Professional Staff	4	2.08
Queen Alexander Hosp	Support Group	1	3.10
Queen Alexander Hosp	Support Group	2	4.55
Queen Alexander Hosp	Support Group	3	1.16
Queen Alexander Hosp	Management	4	2.96
Queen Victoria Hosp	Management	2	0.00
Queen's Park Hosp	Non Contract S	1	1.63
Rainbow Hostel	CUPE #2516	1	2.50
Rainbow Hostel	CUPE #2516	2	1.22
Raspberry Lodge	HEU #180	1	7.14
Raspberry Lodge	HEU #180	2	0.00
Raspberry Lodge	HEU #180	3	4.98
Raspberry Lodge	HEU #180	4	1.30
Rest Haven Lodge	Man & Care Staff	3	2.97
Richmond General Hosp	Non Contract	2	3.50
Richmond LTC Soc	Management	3	2.45
Riverview Hosp Volun.Assn	CUPE #2794	1	0.00
Riverview Hosp Volun.Assn	CUPE #2794	2	1.85
Rocky Mountain Lodge	Staff	2	3.03
Rotary Manor	Nurses	1	3.46
Rotary Manor	Nurses	2	3.79
Round Lake Alcl.& Drug	Service Staff	1	3.08

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Royal Arch Masonic Home	Management	3	3.39
Royal Inland Hosp	Non Contract Staff	2	3.68
Royal Jubilee Hosp	Non Contract Staff	1	3.52
Royal Jubilee Hosp	Non Contract Staff	2	2.09
Royal Jubilee Hosp	Various Bargaining	1	6.79
Royal Jubilee Hosp	Various Bargaining	2	0.00
Royal Jubilee Hosp	Various Bargaining	3	2.94
Royal Jubilee Hosp	Various Bargaining	4	0.98
Saanich Peninsula Hosp	Staff	2	3.59
Salmon Arm Pioneer Soc	Administration	3	2.92
Salmon Arm Pioneer Soc	Staff	3	0.52
Sanderingham Hosp	SEIU	1	4.86
Sanderingham Hosp	SEIU	2	4.93
Sanderingham Hosp	SEIU	3	3.72
Sanderingham Hosp	SEIU	4	1.14
Shaughnessy Hosp	Management/Excluded	1	0.00
Shaughnessy Hosp	Management/Excluded	2	2.93
Shaughnessy Manor LTC	Management	3	3.79
Shornecliffe	Management & Staff	1	3.58
Skeena-Queen Charlotte	Staff	1	3.38
Slocan Community Hosp	BCGEU #71	1	2.72
Slocan Community Hosp	BCGEU #71	2	3.74
Slocan Community Hosp	BCGEU #71	3	3.44
Slocan Community Hosp	Management	1	3.51
Slocan Community Hosp	Management	2	3.74
Slocan Community Hosp	Management	3	3.50
South Okanagan Gen Hosp	Dept. Heads	3	3.61
South Okanagan Gen Hosp	Management	3	3.65
Sparwood General Hosp	Administrator	3	2.92
Squamish General Hosp	Administrator	1	2.68
Squamish General Hosp	Administrator	2	2.56
St George's Hosp	Management	3	3.57
St John's Hosp	Management	2	2.90
St Joseph's Gen Hosp	HEU #180	1	6.86
St Jude's Anglican Home	Management/Snr Staff	3	3.41
St Jude's Anglican Home	Staff	3	3.02
St Mary's Hosp (Sechelt)	Management	1	3.07
St Mary's Hosp (Sechelt)	Management	2	3.93
St Jude's Anglican Home	Management/Snr Staff	3	3.41
St Jude's Anglican Home	Staff	3	3.02
St Mary's Hosp (Sechelt)	Management	1	3.07
St Mary's Hosp (Sechelt)	Management	2	3.93

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
St Mary's Hosp	Management	2	3.67
St Mary's Hosp	Management	3	3.62
St Michael's Hosp	Staff	3	3.43
St Paul's Hosp	Executive	3	3.42
St Paul's Hosp	Supervisory	3	3.49
St Vincent's Hosp	Dept. Heads	3	3.57
St Vincent's Hosp	Managers	3	3.58
Stuart Lake Hosp	Management	2	2.86
Summerland General Hosp	Staff	2	3.89
Summerland General Hosp	Staff	3	3.46
Sunny Hill Hosp fr Child	Admin Staff	2	3.46
Sunnybank Retire Home	Administration	3	3.57
Sunset Lodge (Salvation)	Management	3	3.48
Tabor Home Society	Staff	3	0.26
Tahsis Hosp	Management	3	3.52
Three Links Care Cnt	Management	3	3.11
Tofino General Hosp	Administrator	1	7.90
Tofino General Hosp	Administrator	2	-1.90
Tofino General Hosp	Administrator	3	5.00
Tom Uphill Memorial Hosp	CUPE #2093	2	2.89
Tom Uphill Memorial Hosp	CUPE #2093	3	0.00
Tom Uphill Memorial Hosp	Staff	3	3.49
Trail Regional Hosp	Management	1	0.00
Trail Regional Hosp	Management	2	2.92
Trail Regional Hosp	Management	3	3.48
Trail Regional Hosp	Supervisory	2	3.20
Trail Regional Hosp	Supervisory	3	3.28
Trillum Lodge	HEU #180	3	4.07
Trillum Lodge	HEU #180	4	1.70
Trillum Lodge	Management	3	3.53
Trinity Centre	Staff	1	3.51
UBC Health Sciences Cnt	PARI	1	5.56
UBC Health Sciences Cnt	BCNU	3	2.04
UBC Health Sciences Cnt	BCNU	2	2.65
UBC Health Sciences Cnt	HEU #180	1	7.91
UBC Health Sciences Cnt	HEU #180	2	3.24
UBC Health Sciences Cnt	HSA	3	3.45
UBC Health Sciences Cnt	HSA	4	0.96
UBC Health Sciences Cnt	Non Contract	2	1.64
Vancouver General Hosp	Management & Staff	1	0.00
Vancouver General Hosp	Management & Staff	2	2.36

HOSPITAL AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	% Increase
Van-Rich Assn fr Men.Hdcp	BCGEU	1	12.08
Van-Rich Assn fr Men.Hdcp	BCGEU	2	10.00
Vernon General Hosp	Staff	2	3.50
Victoria General Hosp	Interns	1	1.92
Victoria General Hosp	Interns	2	0.98
Victorian Hosp of Kaslo	Administrator	2	2.90
Victorian Hosp of Kaslo	Administrator	3	3.52
Villa Cathay Care Home Soc	Management	3	3.54
Villa Cathay Care Home Soc	Staff	3	3.59
Wilshire Lodge	HEU #180	1	7.19
West Coast General Hosp	BCNU	2	3.21
West Coast General Hosp	BCNU	3	3.06
West Coast General Hosp	HSA	2	4.18
West Coast General Hosp	HSA	3	4.93
West Coast General Hosp	HSA	4	1.60
West Van Snr Citizens Hs.	HEU #180	1	6.01
West Van Snr Citizens Hs.	HEU #180	2	5.04
West Van Snr Citizens Hs.	HEU #180	3	2.04
West Van Snr Citizens Hs.	Management	3	2.00
Willowhaven Private Hosp	HEU #180	1	4.71
Willowhaven Private Hosp	HEU #180	2	2.68
Willowhaven Private Hosp	HEU #180	3	3.62
Willowhaven Private Hosp	HEU #180	4	0.89
Wilshire Lodge	HEU #180	2	3.15
Wilshire Lodge	HEU #180	3	2.83
Wilshire Lodge	HEU #180	4	0.97
Wisteria House Soc	Group Home Wrks	2	3.42
Wisteria House Soc	Group Home Wrks	3	0.41
Wrinch Memorial Hosp	HEU #180	1	7.20
Wrinch Memorial Hosp	HEU #180	2	6.94
Youville Residence	Care Staff	3	4.79
Youville Residence	Management	3	4.93
Zion Park Manor	Management	3	4.55

SCHOOL DISTRICTS

Employer	Employee Group	Year	% Increase
SD #1 Fernie	CUPE #2208	1	0.00
SD #1 Fernie	CUPE #2208	2	3.86
SD #1 Fernie	CUPE #2208	3	2.90
SD #1 Fernie	Management	3	0.00
SD #1 Fernie	Teachers' Assn	2	1.18
SD #2 Cranbrook	Excluded Management	1	3.50
SD #2 Cranbrook	Excluded Non Teaching	2	0.24
SD #3 Kimberley	Educational Support	2	0.00
SD #3 Kimberley	Substitute Teachers	2	0.00
SD #3 Kimberley	Teachers' Assn	2	0.71
SD #4 Windemere	Confidential Secs	2	0.00
SD #4 Windemere	Home/School Coords	2	0.00
SD #4 Windemere	Management	2	0.00
SD #4 Windemere	Teachers' Assn	2	0.90
SD #7 Nelson	Admin/Supervisory	2	0.76
SD #7 Nelson	Teachers' Assn	2	0.74
SD #9 Castlegar	CUPE #1298	3	1.32
SD #9 Castlegar	CUPE #1298	4	2.67
SD #9 Castlegar	Non Teaching Admin	2	1.00
SD #10 Arrow Lakes	CUPE #2450	2	1.88
SD #10 Arrow Lakes	CUPE #2450 Casual	2	1.94
SD #10 Arrow Lakes	Substitute Teachers	2	0.00
SD #10 Arrow Lakes	Teachers' Assn	2	2.17
SD #11 Trail	CUPE #1285	2	1.99
SD #11 Trail	CUPE #1285	3	2.45
SD #13,14,15,21,22,23,77,89	CUPE #523	3	0.067
SD #13,14,15,21,22,23,77,89	CUPE #523	4	2.92
SD #15 Penticton	Crossing Guards	2	0.00
SD #15 Penticton	Crossing Guards	3	0.00
SD #15 Penticton	Excluded Staff	2	0.38
SD #15 Penticton	Substitute Teachers	2	0.00
SD #18 Golden	Management	3	2.94
SD #21 Armstrong Spall.	Management	1	-2.78
SD #21 Armstrong Spall.	Management	2	0.00
SD #22 Vernon	Admin Management	1	3.46
SD #23 Central Okanagan	Admin/Supervisory	2	1.69
SD #24 Kamloops	CUPE #900	2	0.10
SD #24 Kamloops	Teachers' Assn	2	1.30
SD #26 North Thompson	CUPE #900	1	0.18
SD #26 North Thompson	Teachers' Assn	1	2.40
SD #27 Cariboo Chilcotin	Teachers' Assn	2	3.11
SD #28 Quesnel	UBCJA #2545	3	2.51
SD #28 Quesnel	Education Asst Group	2	2.09
SD #28 Quesnel	Educational Super.	2	0.26
SD #29 Lillooet	Account/Super	1	3.75
SD #29 Lillooet	Account/Super	2	1.92
SD #29 Lillooet	CUPE #1040	1	2.71
SD #29 Lillooet	CUPE #1040	2	1.59

SCHOOL DISTRICTS

Employer	Employee Group	Year	% Increase
SD #31 Merritt	CUPE #847	1	0.00
SD #31 Merritt	CUPE #847	2	2.88
SD #31 Merritt	Teachers' Assn	2	1.90
SD #32 Hope	Snr Exempt	2	0.00
SD #32 Hope	Substitute Teachers	2	4.00
SD #32 Hope	UBCJA #2432	2	0.97
SD #33 Chilliwack	Business Admin	2	0.00
SD #33 Chilliwack	CUPE #411	2	0.00
SD #34 Abbotsford	Teachers' Assn	1	0.11
SD #34 Abbotsford	Teamsters #31	2	0.38
SD #34 Abbotsford	Teamsters #31	3	1.45
SD #34 Abbotsford	Teamsters #31	4	3.17
SD #34 Abbotsford	Teamsters #31	5	2.78
SD #35 Langley	CUPE #1851 & 1260	2	0.99
SD #35 Langley	Supervisory	2	1.87
SD #37 Delta	Management	2	1.31
SD #38 Richmond	CUPE #716	2	0.00
SD #38 Richmond	CUPE #716	3	2.28
SD #39 Vancouver	Exempt Staff	2	0.59
SD #40 New Westminister	Speech Therapists	2	1.10
SD #40 New Westminister	Teachers' Assn	2	1.10
SD #41 Burnaby	BCNU	1	3.68
SD #42 Maple Ridge P.M.	CUPE #703	2	0.00
SD #42 Maple Ridge P.M.	CUPE #703	3	1.91
SD #42 Maple Ridge P.M.	Staff	2	0.27
SD #42 Maple Ridge P.M.	Teachers' Assn	2	1.41
SD #43 Coquitlam	CUPE #561	2	0.57
SD #44 North Vancouver	Adult Ed. Inst.	2	3.10
SD #44 North Vancouver	CUPE #389	2	0.63
SD #44 North Vancouver	Staff	2	2.09
SD #46 Sunshine Coast	Teachers' Assn	2	0.68
SD #47 Powell River	Asst Sec Treasurer	1	2.35
SD #47 Powell River	Snr Management	1	2.35
SD #47 Powell River	Teachers' Assn	2	0.70
SD #48 Howe Sound	Director of Finance	1	2.46
SD #48 Howe Sound	Director of Finance	2	3.48
SD #48 Howe Sound	Asst Sec Treasurer	1	2.88
SD #48 Howe Sound	Asst Sec Treasurer	2	1.93
SD #48 Howe Sound	Asst Sec Treasurer	3	0.96
SD #48 Howe Sound	CUPE #779	1	3.39
SD #48 Howe Sound	CUPE #779	2	1.97
SD #48 Howe Sound	CUPE #779	3	1.02

SCHOOL DISTRICTS

Employer	Employee Group	Year	% Increase
SD #49 Central Coast	Non Teaching	2	0.25
SD #50 Queen Charlotte	Teachers' Assn	1	3.56
SD #52 Prince Rupert	Teachers' Assn	1	2.69
SD #54,55,52,88	IUOE #882B	3	0.29
SD #55 Burns Lake	Management	2	2.39
SD #55 Burns Lake	Man/Confidential	1	4.94
SD #55 Burns Lake	Man/Confidential	2	4.21
SD #57 Prince George	Administration	2	1.66
SD #57 Prince George	UBCJA #1998	1	1.18
SD #57 Prince George	UBCJA #1998	2	0.00
SD #57 Prince George	IUOE #858	1	4.23
SD #57 Prince George	IUOE #858	2	0.74
SD #57 Prince George	Prof.Empl.Assn	2	1.15
SD #57 Prince George	Teachers' Assn	2	0.65
SD #59 Peace River Sth	BCGEU #200	3	0.00
SD #59 Peace River Sth	UBCJA #1237	2	0.00
SD #59 Peace River Sth	Teamsters #31	1	0.00
SD #59 Peace River Sth	Teachers' Assn	2	3.00
SD #60 Peace River Nth	UBCJA #2397	2	2.18
SD #60 Peace River Nth	Non-Teaching Ex.	2	4.10
SD #61 Gr. Victoria	Teachers' Assn	1	2.23
SD #61 Gr. Victoria	Teachers' Assn	2	1.07
SD #62 Sooke	CUPE #459	2	0.00
SD #62 Sooke	CUPE #459	3	1.96
SD #62 Sooke	CUPE #459	4	0.43
SD #62 Sooke	Directors	1	5.88
SD #62 Sooke	Directors	2	1.37
SD #62 Sooke	Speech Therapists	1	5.92
SD #62 Sooke	Speech Therapists	2	3.38
SD #62 Sooke	Staff	3	0.00
SD #63 Saanich	CUPE #441	2	0.00
SD #63 Saanich	CUPE #441	3	2.11
SD #63 Saanich	CUPE #441	4	0.00
SD #63 Saanich	Management	2	2.31
SD #64 Gulf Islands	CUPE #788	1	2.96
SD #64 Gulf Islands	CUPE #788	2	0.00
SD #64 Gulf Islands	CUPE #788	3	1.97
SD #64 Gulf Islands	Teachers' Assn	2	1.53
SD #65 Cowichan	CUPE #606	3	2.72
SD #65 Cowichan	CUPE #606	4	5.30
SD #65 Cowichan	IWA #1-80 Maint.	1	0.18
SD #65 Cowichan	IWA #1-80 Maint.	2	3.98

SCHOOL DISTRICTS

Employer	Employee Group	Year	% Increase
SD #65 Cowichán	IWA #1-80 Maint.	3	4.35
SD #65 Cowichan	Management	3	2.75
SD #65 Cowichan	Teachers' Assn	1	1.13
SD #66 Lake Cowichan	CUPE #606	2	0.00
SD #66 Lake Cowichan	IWA #1-80	1	0.00
SD #70 Alberni	Administration	2	0.96
SD #70 Alberni	CUPE #727	1	1.54
SD #70 Alberni	CUPE #727	2	4.00
SD #71 Courtenay	CUPE #439	3	0.38
SD #71 Courtenay	CUPE #439	4	4.99
SD #71 Courtenay	Non Teach. Super.	2	3.14
SD #71 Courtenay	Teachers' Assn	2	1.18
SD #72 Campbell River	CUPE #723	2	0.00
SD #72 Campbell River	CUPE #723	3	4.03
SD #72 Campbell River	CUPE #723	4	4.39
SD #72 Campbell River	Management	1	3.43
SD #75 Mission	CUPE #593	1	3.00
SD #75 Mission	CUPE #593	2	0.00
SD #75 Mission	CUPE #593	3	3.10
SD #76 Agassiz-Harrison	Teachers' Assn	2	0.59
SD #77 Summerland	Management	2	1.17
SD #80 Kitimat	Management	2	2.87
Sd #80 Kitimat	Secretary Treasurer	2	2.97
SD #80 Kitimat	Teachers' Assn	2	1.54
Sd #81 Fort Nelson	Supervisory Staff	2	3.75
SD #84 Vancouver Isl. W	CUPE #2769	1	2.21
SD #84 Vancouver Isl. W	CUPE #2769	2	2.23
SD #84 Vancouver Isl. W	CUPE #2769	3	2.96
SD #84 Vancouver Isl. W	Teachers' Assn	1	1.02
SD #85 Vancouver Isl. N	Management	1	1.04
SD #85 Vancouver Isl. N	Management	2	2.97
SD #86 Creston Kaslo	CUPE #1333	1	0.00
SD #86 Creston Kaslo	CUPE #1333	2	3.78
SD #86 Creston Kaslo	CUPE #1333	3	2.90
SD #88 Terrace	Teachers' Assn	2	2.50
SD #92 Nishga	Teachers' Assn	2	0.23

POST SECONDARY EDUCATION

Employer	Employee Group	Year	% Increase
BCIT	BCGEU	1	0.22
BCIT	BCGEU	2	2.95
BCIT	BCGEU	3	4.82
Camosun College	BCGEU #57	2	1.62
Camosun College	BCGEU #57	3	4.74
Camosun College	CUPE #2081	2	1.37
Camosun College	Comm Education Serv	1	0.00
Camosun College	Exempt Cat. I	2	0.00
Camosun College	Exempt Cat. II	2	2.39
Camosun College	Exempt Cat. III	2	0.82
Camosun College	Exempt Cat. I,II,III	3	3.06
Cariboo College	CUPE #900	1	0.50
Cariboo College	CUPE #900	2	2.99
Cariboo College	CUPE #900	3	3.56
College of New Caledonia	Faculty Assn	1	4.04
College of New Caledonia	Faculty Assn	2	3.76
College of New Caledonia	Faculty Assn	3	2.51
College of New Caledonia	PPWC #29	2	3.51
College of New Caledonia	PPWC #29	3	1.91
College of New Caledonia	PPWC #29	4	3.60
Douglas College	Administrative Staff	3	2.61
East Kootenay Comm College	CUPE #2773	1	4.90
East Kootenay Comm College	CUPE #2773	2	2.14
Fraser Valley College	P/T Faculty & Staff	3	0.00
Fraser Valley College	Staff & Fac. Assn	3	0.22
Knowledge Network	Salaried Personnel	1	4.69
Kwantlen College	Faculty Assn	2	1.50
Kwantlen College	Faculty Assn	3	3.98
Kwantlen College	Management Excl.	3	2.98
Justice Institute of B.C.	Clerical & Supp.	1	4.00
Justice Institute of B.C.	Clerical & Supp.	2	3.77
Malaspina College	CUPE #1858	1	0.58
Malaspina College	CUPE #1858	2	0.22
Malaspina College	CUPE #1858	3	3.10
Malaspina College	Faculty Assn	1	2.27
Malaspina College	Faculty Assn	2	1.96
Malaspina College	Managers Group	1	0.00
Northern Lights College	BCGEU #57	3	1.96
Northern Lights College	BCGEU #63	3	1.04
Northwest Comm. College	Academic Inst.	1	2.49
Northwest Comm. College	Academic Inst.	2	2.27

POST SECONDARY EDUCATION

Employer	Employee Group	Year	% Increase
Northwest Comm. College	BCGEU #64	1	0.58
Northwest Comm. College	BCGEU #64	2	3.13
Northwest Comm. College	CUPE #2409	1	2.49
Northwest Comm. College	CUPE #2409	2	2.27
Northwest Comm. College	College Administrator	3	1.98
Okanagan College	Faculty Assn	2	0.00
Okanagan College	Faculty Assn	3	3.44
Okanagan College	BCGEU #52	2	2.89
Okanagan College	BCGEU #57	2	3.15
Okanagan College	BCGEU #57	3	4.15
Open Learning Institute	Administrative	3	2.22
Open Learning Institute	BCGEU #56	1	4.71
Open Learning Institute	BCGEU #56	2	3.96
Open Learning Institute	Exempt Staff	2	4.64
Pacific Marine Training	Inst. & Support	3	2.71
Pacific Marine Training	Executive Grp	3	3.53
Pacific Vocational Inst.	BCGEU #57	1	1.79
Pacific Vocational Inst.	BCGEU #57	2	4.84
Pacific Vocational Inst.	BCGEU #59	1	1.48
Selkirk College	Exempt Staff	2	3.57
Selkirk College	Faculty Assn	2	3.55
Selkirk College	Faculty Assn	3	3.14
Selkirk College	Vocational Inst.	1	0.00
Selkirk College	Vocational Inst.	2	3.90
Selkirk College	Vocational Inst.	3	1.99
Simon Fraser University	Admin & Prof. Staff	2	3.12
Simon Fraser University	Admin & Prof. Staff	3	0.77
Simon Fraser University	AUCE #2	2	2.11
Simon Fraser University	AUCE #2	3	0.48
Simon Fraser University	Teach.Sup.Staff Un.	2	0.80
Simon Fraser University	Teach.Sup.Staff Un.	3	0.20
Simon Fraser University	Trades Groups	1	1.53
Triumf	Bd Appointed Empl.	1	3.25
Triumf	Professional Sup.	2	3.43
Triumf	Professional Sup.	3	3.65
Triumf	Technicians	2	3.40
Triumf	Technicians	3	3.70
Universities Con.of B.C.	Professional Staff	3	2.43
Universities Con.of B.C.	Support Staff	3	1.74

POST SECONDARY EDUCATION

Employer	Employee Group	Year	% Increase
University of B.C.	CUPE #116	2	0.00
University of B.C.	CUPE #2278	2	0.00
University of B.C.	Deans	1	5.47
University of B.C.	Exec/Admin/Prof/Sec	2	0.00
University of B.C.	IUOE #882	1	0.00
University of B.C.	UBC Faculty Assn	3	0.00
University of Victoria	CUPE #917	1	0.00
University of Victoria	CUPE #917	2	3.04
University of Victoria	CUPE #951	1	0.90
University of Victoria	CUPE #951	2	3.12
University of Victoria	Conf. Staff	1	0.00
University of Victoria	Conf. Staff	2	3.58
University of Victoria	Spec. Inst. Staff	2	2.93
University of Victoria	Spec. Inst. Staff	3	3.60
Vancouver Comm.College	BCNU	2	4.64
Vancouver Comm.College	BCNU	3	2.97
Vancouver Comm.College	BCNU	4	1.11
Vancouver Comm.College	Langara Faculty Assn	3	-1.59
Vancouver Comm.College	Nursing Inst.	3	-0.23
Vancouver Comm.College	VMREU	2	1.28
Vancouver Comm.College	VMREU	3	4.21
Vancouver Comm.College	Vocational Inst.	2	2.17
Vancouver Comm.College	Vocational Inst.	3	1.69

BOARDS AND COMMISSIONS

Employer	Employee Group	Year	% Increase
Credit Union Reserve Bd	Snr Staff	2	4.99
Credit Union Reserve Bd	Staff	2	5.00
Workers' Compensation Bd.	Medical Officers	1	2.90
Workers' Compensation Bd.	Medical Officers	2	0.00
Workers' Compensation Bd.	Support Staff	3	0.94
Workers' Compensation Bd.	Support Staff	4	0.83
Workers' Compensation Bd.	W.C.B. Empl. Union	3	1.40
Workers' Compensation Bd.	W.C.B. Empl. Union	4	0.83
Workers' Compensation Bd.	W.C.B. Empl. Union	4	0.76

PROVINCE OF BRITISH COLUMBIA

Employer	Employee Group	Year	% Increase
Province of B.C.	Admin Supp.(Conf.)	2	2.73
Province of B.C.	Admin Supp.(Conf.)	3	4.97
Province of B.C.	Appointees	1	0.00
Province of B.C.	BCNU & URPNBC	1	3.46
Province of B.C.	BCNU & URPNBC	2	3.73
Province of B.C.	BCNU & URPNBC	3	1.84
Province of B.C.	Court Reporters	1	0.00
Province of B.C.	Court Referees	1	0.00
Province of B.C.	Executive Sec	1	0.00
Province of B.C.	Licenced Prof.	1	0.69
Province of B.C.	Licenced Prof.	2	3.76
Province of B.C.	Licenced Prof.	3	3.08
Province of B.C.	Management	1	0.03
Province of B.C.	Printing Trades	2	0.00
Province of B.C.	Printing Trades	3	3.81
Province of B.C.	Provincial Judges	1	0.07
Province of B.C.	BCGEU	2	2.72
Province of B.C.	BCGEU	3	4.93

CROWN CORPORATIONS

Employer	Employee Group	Year	% Increase
B.C. Assessment Authority	CUPE #1767	1	0.71
B.C. Assessment Authority	Excluded Clerical	1	0.83
B.C. Assessment Authority	Management	1	0.89
B.C. Assessment Authority	Management	2	3.29
B.C. Buildings Corp.	BCGEU #15	2	1.47
B.C. Development Corp.	Clerical/Support	3	2.89
B.C. Development Corp.	Directors	3	2.70
B.C. Development Corp.	Int. Management	3	2.98
B.C. Ferry Corp.	B.C. Ferry & Marine	1	0.00
B.C. Ferry Corp.	B.C. Ferry & Marine	2	3.50
B.C. Ferry Corp.	B.C. Ferry & Marine	3	3.50
B.C. Housing Man. Comm.	Htl.,Rest.Cul.& Bar.	1	0.00
B.C. Housing Man. Comm.	Htl.,Rest.Cul.& Bar.	2	3.32
B.C. Housing Man. Comm.	Htl.,Rest.Cul.& Bar.	3	3.92
B.C. Housing Man. Comm.	SEIU #224	1	0.63
B.C. Housing Man. Comm.	SEIU #224	2	2.92
B.C. Housing Man. Comm.	BCGEU #73	3	1.40
B.C. Housing Man. Comm.	BCGEU #73	4	2.39

CROWN CORPORATIONS

Employer	Employee Group	Year	% Increase
B.C. Hydro & Power Auth.	Brth.of Loc.Eng.	1	2.24
B.C. Hydro & Power Auth.	Brth.of Loc.Eng.	2	2.06
B.C. Hydro & Power Auth.	Brth.of Loc.Eng.	3	0.00
B.C. Hydro & Power Auth.	IBEW #213	1	3.06
B.C. Hydro & Power Auth.	IBEW #213	2	1.87
B.C. Hydro & Power Auth.	IBEW #213	3	0.00
B.C. Hydro & Power Auth.	IBEW #258	1	2.58
B.C. Hydro & Power Auth.	IBEW #258	2	1.82
B.C. Hydro & Power Auth.	IBEW #258	3	0.00
B.C. Hydro & Power Auth.	MAPES	3	3.23
B.C. Hydro & Power Auth.	MAPES	4	2.25
B.C. Hydro & Power Auth.	MAPES	5	0.63
B.C. Hydro & Power Auth.	OTEU #378	1	3.34
B.C. Hydro & Power Auth.	OTEU #378	2	3.14
B.C. Hydro & Power Auth.	OTEU #378	3	1.38
B.C. Petroleum Corp.	Accounting	3	3.46
B.C. Petroleum Corp.	Natural Gas Dept.	3	3.30
B.C. Rail	Sup. & Specialists	3	3.55
B.C. Systems Corp.	Exempt Managers	2	-0.89
B.C. Systems Corp.	Support Staff	2	2.68
B.C. Systems Corp.	BCGEU #67	3	1.24
B.C. Systems Corp.	BCGEU #67	4	2.67
B.C. Transit	Staff	1	3.30
I.C.B.C	Management	2	1.47
I.C.B.C.	OTEU #378	1	1.84
Metro Transit Op.Auth.	Staff	2	2.58
Metro Transit Op.Auth.	Transit Man.Assn	1	0.88
Metro Transit Op.Auth.	Transit Man.Assn	2	3.08
Metro Transit Op.Auth.	OTEU #378	1	0.00
Metro Transit Op.Auth.	OTEU #378	2	2.98

PUBLIC SECTOR RESTRAINT ACT
EXEMPTION ORDERS ISSUED IN 1984

Employer	Employee Group
School District	
#1 (Fernie)	Fernie District Teachers Assn.
	CUPE Local 2208
#3 (Kimberley)	Kimberley & Dist. Teachers Assn.
#4 (Windermere)	Windermere Dist. Teachers Assn.
#7 (Nelson)	CUPE Local 748
#9 (Castlegar)	Castlegar Dist. Teachers Assn.
	CUPE Local 1298
#10 (Arrow Lakes)	Arrow Lakes Teachers Assn.
	CUPE Local 2450
#12 (Grand Forks)	Grand Forks Teachers Assn.
	CUPE Local 2098
#13 (Kettle Valley)	CUPE Local 523
#14 (Southern Okanagan)	CUPE Local 523
#15 (Penticton)	CUPE Local 523
#21 (Armstrong-Spallumcheen)	CUPE Local 523
#22 (Vernon)	CUPE Local 523
#23 (Central Okanagan)	Central Okanagan Teachers Assn.
	CUPE Local 523
#24 (Kamloops)	Kamloops Dist. Teachers Assn.
	CUPE Local 900
#26 (North Thompson)	CUPE Local 900
#28 (Quesnel)	UBCJA Local 2545
#29 (Lillooet)	Lillooet Teachers Assn.
	CUPE Local 1040
#31 (Merritt)	Nicola Valley Teachers Assn.
	CUPE Local 847
#32 (Hope)	UBCJA Local 2423
#33 (Chilliwack)	Chilliwack Dist. Teachers Assn.
	CUPE Local 411
#34 (Abbotsford)	Teamsters Local 31
#35 (Langley)	CUPE Local 1260
	CUPE Local 1260
#36 Surrey	Surrey Teachers Assn.
	CUPE Local 728
#37 Delta	Delta Teachers Assn.
	Management

Employer	Employee Group
School District cont...	
#38 (Richmond)	CUPE Local 716
#39 (Vancouver)	Vancouver Elementary Teachers
	Vancouver Secondary Teachers
	VMREU
#40 (New Westminster)	New Westminster Teachers Assn.
#41 (Burnaby)	Burnaby Teachers Assn.
	Burnaby Assn. of School Admins.
#42 (Maple Ridge-Pitt Meadows)	Maple Ridge Teachers Assn.
	CUPE Local 703
	Excluded Staff
#43 (Coquitlam)	CUPE Local 561
#44 (North Vancouver)	North Vancouver Teachers Assn.
	CUPE Local 389
#45 (West Vancouver)	West Vancouver Teachers Assn.
#46 (Sunshine Coast)	Sunshine Coast Teachers Assn.
	CUPE Local 801
#48 (Howe Sound)	Howe Sound Teachers' Assn.
	CUPE Local 779
#49 (Central Coast)	Central Coast Teachers
#52 (Prince Rupert)	Prince Rupert Dist. Teachers Asn
	IUOE Local 882-B
#54 (Bulkley Valley)	Bulkley Valley Teachers Assn.
	CUPE Local 2145
#55 (Burns Lake)	Burns Lake Dist. Teachers Assn.
	IUOE Local 858
#56 (Nechako)	Nechako District Teachers Assn.
	IUOE Local 858
#57 (Prince George)	Prince George Teachers Assn.
	IUOE Local 851
	IUOE Local 858
	UBCJA Local 1998
	Professional Employees Assn.
#59 (Peace River South)	BCGEU Local 200
#60 (Peace River North)	Peace River North Teachers Assn.
	UBCJA Local 2397
#61 (Greater Victoria)	Greater Victoria Teachers Assn.
#62 (Sooke)	Sooke Teachers Assn.
#63 (Saanich)	CUPE Local 441
#64 (Gulf Islands)	Gulf Island Teachers Assn.
#65 (Lake Cowichan)	Lake Cowichan Teachers Assn.
	IWA Local 1-80
#68 (Nanaimo)	Nanaimo Teachers Assn.
#70 (Alberni)	CUPE Local 727
#71 (Courtenay)	Comox Dist. Teachers Assn.
	CUPE Local 439

Employer	Employee Group
School District cont...	
#72 (Campbell River)	Campbell River Teachers Assn.
	CUPE Local 723
#75 (Mission)	CUPE Local 593
#76 (Agassiz-Harrison)	Agassiz-Harrison Teachers Assn.
#77 (Summerland)	CUPE Local 523
#80 (Kitimat)	CUPE Local 2052
#81 (Fort Nelson)	Fort Nelson Teachers Assn.
#84 (Vancouver Island West)	Vancouver Island West Teachers Assn.
#86 (Creston-Kaslo)	CUPE Local 1333
#87 (Stikine)	Stikine Teachers Assn.
#88 (Terrace)	Terrace Dist. Teachers Assn.
	IUOE Local 882-B
#89 (Shuswap)	Shuswap Teachers Assn.
#92 (Nishga)	Nishga Teachers Assn.
	CUPE Local 2769
Colleges and Universities	
B.C.I.T.	BCGEU
Camosun College	BCGEU Local 57
	CUPE Local 2081
	Faculty Association
Cariboo College	Faculty Association
East Kootenay Community College	CUPE Local 2773
Justice Institute of B.C.	BCGEU
Kwantlen College	Douglas/Kwantlan Faculty Ass.
North West Community College	(Senior) Management
	CUPE Local 2409
	BCGEU
Northern Lights College	BCGEU Local 63
Okanagan College	BCGEU Local 63
	BCGEU Local 57
	Fauclty Association
Open Learning Institute	BCGEU
Simon Fraser University	Admin/Professional Staff
	UBCJA local 1251
University of B.C.	IUOE Local 882
University of Victoria	CUPE Local 917
	CUPE Local 951
Vancouver Community College	BCNU
	Langara Faculty Ass.
	VMREU
	Vocational Instructors' Assn.
	Vocational Instructors' Assn. (Continuing Education Nursing Ins.)

Employer	Employee Group
Municipalities	
Burnaby , District of	BCNU
Cariboo-Thompson Nicola Library System	BCGEU Local 74
Central Fraser Valley, RD	CUPE Local 774
Chilliwack, District of	CUPE Local 458
	IAFF Local 2826
Cowichan Valley RD	CUPE Local 356
	CUPE Local 358
	IWA Local 1-80
	IWA Local 1-80
Creston, Town of	CUPE Local 2092
Dawson Creek, City of	CUPE Local 2403
Delta Police Board	Delta Municipal Police As
East Kootenay RD	CUPE Local 2106
Elkford, District of	CUPE Local 723
	CUPE Local 3004
Fraser-Cheam RD	CUPE Local 458
Fraser-Fort George RD	CUPE Local 1699
Fruitvale Village of	CUPE Local 2262
Grand Forks, City of	CUPE Local 2254
Greenwood, City of	CUPE Local 2254
Hope, Town of	CUPE Local 411
Houston, District of	CUPE Local 2086
Invermere, District of	CUPE Local 2309
Kent, District of	CUPE Local 411
Kimberley, City of	USA Local 935
Kitimat, District of	CUPE Local 707
	Kitimat Firefighters Assn. Local 1304
Ladysmith, Town of	CUPE Local 401
Langley, City of	CUPE Local 2058
Matsqui, District of	CUPE Local 774
	Teamster Local 31
Mission, District of	CUPE Local 1267
Nanaimo, RD	CUPE Local 401
Nelson, City of	CUPE Local 339
New Westminister, City of	BCNU
	IBEW Local 213
	NW Public Library Staff Association
North Shore Union Board of Health	BCNU

Employer	Employee Group
Municipalities cont...	
Okanagan Regional Library	CUPE Local 1123
Parksville, Town of	CUPE Local 401
Pitt Meadows, District of	CUPE Local 622
Port Coquitlam, City of	CUPE Local 498
Prince Rupert, City of	CUPE Local 105
	IBEW Local 337
Richmond, Township of	BCNU
Vancouver, City of	BCNU
	IBEW Local 213
Vancouver Police Board	Van. Police Officers Ass.
Vanderhoof, District of	CUPE Local 1632
Provincial Government	
B.C. Government	BCNU
(GERB)	Union of Registered Psychiatric Nurses
	Professional Employees' Association
	BCGEU
(Queen's Printer)	Graphic Communications International Union 525 (Intl. Typographical Union Local 226) (Vancouver Typographical Union).
Crown Corporations	
B.C. Assessment Authority	CUPE Local 1797
B.C Corporation	BCGEU
B.C. Ferry Corporation	BCGEU
B.C. Hydro	Amalgamated Transit Union
	BCNU
	IBEW Local 213
	IBEW Local 258
	OTEU Local 378
Insurance Corp. of B.C.	OTEU Local 378
Metro Transit Operating Co.	OTEU Local 378

Employer	Employee Group
Boards and Commissions	
Workers' Compensation Board	WCB Employees' Union
Health and Community Care	
Boundary Sr. Citizens Housing Soc. (Boundary Lodge)	CUPE Local 2254
Columbia Care Centres Ltd (Glenwarren Lodge Ltd -and- Simon Fraser Lodge Ltd)	BCNU
Greater Vancouver Mental Health Service	BCNU Prof. Employees' Assn Union of Registered Psychiatric Nurses
Greater Victoria Drug & Alcohol Rehabilitation Soc.	BCGEU Local 65
Hawthorne Lodge	BCGEU Local 56
Kamloops Youth Resource Soc.	BCGEU Local 70
Kinsmen Place Lodge	BCGEU
Mount Edwards Court Care Hm	IUOE Local 882
Pacifica (Fraser Valley Alcohol Society)	BCGEU
Uphill, Tom Memorial Home	CUPE Local 2093

LIST OF PUBLIC SECTOR EMPLOYERS COVERED BY THE COMPENSATION STABILIZATION ACT

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a) the government,

b) a corporation or an unincorporated board, commission, council, bureau, authority, or similar body that has,
   i) on its board of management or board of directors, a majority of members who are appointed by an Act, a minister or the Lieutenant Governor in Council, or
   ii) employees appointed under the **Public Service Act**,

c) a municipality,
   i) a municipality,
   ii) a regional district, and
   iii) an improvement district as defined in the **Municipal Act**,

d) a board of school trustees as defined in the **School Act**,

e) a university as defined in the **University Act**,

f) an institution as defined in the **College and Institute Act**,

g) a community care facility as defined in the **Community Care Facility Act** which receives funds from another public sector employer, and

h) a hospital as defined in the **Hospital Act** or the **Hospital Insurance Act** which receives funds from another public sector employer, and

i) an employer designated in the Schedule:

SCHEDULE

Board of Parks and Recreation under section 485 of the **Vancouver Charter** ,S.B.C. 1953,c.55
British Columbia Assessment Authority
British Columbia Buildings Corporation
British Columbia Development Corporation
British Columbia Ferry Corporation
British Columbia Harbours Board
British Columbia Housing Management Commission
British Columbia Hydro and Power Authority
British Columbia Institute of Technology
British Columbia Petroleum Corporation
British Columbia Railway Company
British Columbia Steamship Company (1975) Ltd.
British Columbia Systems Corporation
British Columbia Utilities Commissioner
Capital Regional Hospital District
City of Vancouver
Compensation Stabilization Commissioner
Greater Campbell River Water District
Greater Nanaimo Water District
Greater Vancouver Regional Hospital District
Greater Vancouver Sewerage and Drainage District
Greater Vancouver Water District
Greater Victoria Water District
Insurance Corporation of British Columbia
Labour Relations Board
Metro Transit Operating Company
North Shore Union Board of Health
Pacific Coach Lines Limited
Pacific National Exhibition
Provincial Capital Commission
The Glendale Lodge Society
Urban Transit Authority of British Columbia
Workers' Compensation Board